

# National Compensation Survey: Employee Benefits in Private Industry in the United States, 2002-2003

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U.S. Department of Labor  
Elaine L. Chao, Secretary

Bureau of Labor Statistics  
Kathleen P. Utgoff, Commissioner

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# Preface

This bulletin presents findings of the 2002–2003 Bureau of Labor Statistics (BLS) survey of the incidence and provisions of selected benefit plans and detailed provisions of health care and retirement plans in private industry establishments. The tables with a 2003 reference date contain data on the incidence and key provisions of selected benefit plans. The tables with a 2002 reference date contain detailed provisions of health care and retirement benefits.

Data presented are from the National Compensation Survey and replace publications titled *Employee Benefits in Medium and Large Private Establishments*, *Employee Ben-*

*efits in Small Private Establishments*, and *Employee Benefits in State and Local Governments*. Future publications on benefits data will include information on all private industry and State and local government establishments.

The public may access Employee Benefits Survey data through the BLS World Wide Web site at <http://www.bls.gov/ncs/home.htm>. Questions on the data in this publication should be referred to the staff of the National Compensation Survey at (202) 606-6199 or via E-mail: [OCLTINFO@bls.gov](mailto:OCLTINFO@bls.gov). Sensory-impaired individuals may obtain information in this publication upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

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# Introduction

Starting with the 2002–2003 survey cycle, BLS began presenting data on the incidence and provisions of benefits in new ways. The change was a result of the consolidation of several compensation surveys into a single program of compensation statistics: The National Compensation Survey (NCS). Among the goals of the NCS are more timely publication, a greater variety of data, and a new series that links the costs of benefits to their incidence and provisions. In addition to health and retirement plans, the survey covered paid leave, life and disability insurance, and other selected benefits.

The following data were produced for the 2002–2003 cycle for the first time under the NCS:

- Availability of benefits for workers in occupations averaging under \$15 an hour and for workers in occupations averaging \$15 or more an hour.
- Access to health, retirement, disability, and life insurance benefits (in addition to participation)
- Percentages of establishments offering (as opposed to employees eligible or receiving) such major benefits as retirement and health care
- The share of medical care premiums between employees and employers
- The incidence of benefits by census divisions
- Details of coverage by full- and part-time status

Links to additional 2003 data on the incidence and key provisions of employee benefit plans can be found at <http://www.bls.gov/ncs/ebs/home.htm>. Links to the latest research related to the National Compensation Survey can be found at <http://www.bls.gov/opus/mlr/mlrhome.htm>.

Under the NCS, information on the incidence and provision of benefits is published in two or more steps. The first, incidence and key provisions, is released approximately 6 months after the data are collected. The September 2003 news release, which contained benefits data with a March 2003 reference date, was the most prompt publication in the his-

tory of the benefits incidence series since it was launched in 1979. In April 2004, a summary containing data on access to benefits, medical care costs, and other selected provisions was published. All tables from these documents are reprinted in Chapter 1 of this bulletin (tables 1–20).

The data in this chapter are from the NCS and are presented for the following characteristics:

- Worker characteristics
- Establishment characteristics
- Geographic areas

The data in Chapter 1 have a reference date of March 2003 and are on the incidence and selected characteristics of employee benefit plans. Included are data on access to, and participation in, employee benefit plans. The difference between these two attributes, as they are used in the survey, is as follows:

- *Access to a benefit plan.* Employees are considered as having access to a benefit if it is available for their use. For example, if an employee is offered an opportunity to participate in a medical care plan provided by the employer, but the employee declines, he or she is placed in a category with those having access to medical care.
- *Participation in a benefit plan.* Employees in contributory plans are considered as participating in an insurance or a retirement plan if they have paid required contributions and have fulfilled any applicable service requirements. Employees may choose not to participate in a plan because of eligibility requirements, because of a requirement to contribute to the cost of the insurance, or because they may be covered by another plan. Employees in noncontributory plans are counted as participating, regardless of whether they have fulfilled their service requirements.

This bulletin includes detailed information on the characteristics of health and retirement plans. The data collection period for compiling these detailed characteristics was December 2001 through April 2003; thus, detailed provisions data have a 2002 reference date. Chapter 2 presents data on health care benefits, and chapter 3 contains information on defined benefit and defined contribution pension plans.

### **A note on the tables**

Understanding the group of employees about whom data are presented is key to understanding and correctly using the data in each table. The majority of tables in this bulletin exhibit the percentage of all employees with participation in a plan and with access to its specific benefits. For example, table 1 shows that 53 percent of all employees participated in medical plans. Other tables reflect data on only those employees who participate in a specific benefit. For example, table 31 shows that, of all workers participating in a plan, 69 percent were in plans that required a deductible. An indicator of this type of table is that the percent of “workers with medical care” is 100 percent. (See first row of table 31.) All subsequent percentages shown in the table are based on this subset of only workers with medical plans. Still another type of table presents average values of benefit provisions—for example, the average contribution paid by employees for medical coverage. (See table 8.) In these types of tables, the average value of the provision is based only on those who participated in, or had access to, that benefit; employees without such coverage were not included in the calculation of an average value. In table 8, for example, the average employee contribution for medical coverage includes the average monthly amount paid by only those employees who had a medical plan through the employer. A careful reading of the title, column and row headings, and first row of each table will help clarify its content. More detail on the calculation of benefit access and participation percentages and benefit provision averages is given in the appendices at the end of this bulletin.

# Chapter 1. Employee Benefit Plans: Access, Participation, and Key Provisions

**P**aid leave was the most commonly provided employee benefit in the private sector: paid vacations and holidays were available to 79 percent of employees. Jury duty leave was also common, available to more than two-thirds of workers in private industry. Half of the workers had paid military leave benefits.

## Access to benefits

Fifty-seven percent of employees in private establishments had access to retirement benefits and 69 percent to medical care benefits. Half of all employees had access to life insurance. Thirty-nine percent of all workers had access to short-term disability benefits, other than paid sick leave, while 30 percent had access to long-term disability benefits. These overall percentages conceal significant variations by worker and establishment characteristics.

*Worker characteristics.* The greatest factor influencing rates of access to the aforementioned major benefits was full- and part-time status of employees. Rates of access to dental care and life insurance, in particular, were about 5 times greater for full-time workers. Access to other major benefits was several times greater for full- than for part-time workers.

Union workers generally enjoyed greater access to these benefits. The incidence of access to defined benefit plans was almost 5 times higher among union than among non-union workers. Access to defined contribution plans and long-term disability did not follow this pattern, however.

Workers in occupations averaging \$15 or more an hour were in a much better position with respect to access to benefits than were those in occupations averaging under \$15. The difference was particularly striking in rates of access to long-term disability insurance: only 17 percent of those earning under \$15 had access to such coverage, compared with half of those in the higher earnings category.

*Establishment characteristics.* Workers in goods-producing industries enjoyed higher rates of access to retirement, health care, life insurance, and short-term disability benefits than did workers in service-producing industries. Workers in medium-sized and large private establishments (those with

100 or more employees) enjoyed higher rates of access to retirement and health benefits than did their counterparts in small establishments.

Life insurance and medical care were the only benefits to which access was virtually the same in metropolitan as in nonmetropolitan areas. Access to all other benefits was higher for workers in metropolitan areas. Of the nine census divisions, the East South Central region showed the highest rates of access to many benefits.

## Participation in benefits

In March 2003, 53 percent of employees had elected coverage in employer-sponsored medical care plans. Forty-nine percent were covered by retirement benefits of at least one type, either a defined benefit plan (20 percent) or a defined contribution plan (40 percent).

*Worker characteristics.* Participation in benefit plans varied by occupational group, full- and part-time work schedule, union status, and earnings. For example, workers in white-collar occupations were more likely to participate in defined contribution plans than were service workers. Union workers showed higher rates of participation in most benefits than did nonunion workers. Those in jobs averaging \$15 an hour or more were far more likely to participate in all benefits. For example, workers in higher paid occupations were twice as likely as workers in lower paid jobs to participate in health and retirement plans.

*Establishment characteristics.* The incidence of benefits varied by industry, establishment size, and location. Benefits were more commonly offered to workers in goods-producing, than to those in service-producing, industries. Workers in medium and large private sector establishments were more likely to have access to a variety of benefits. The differences were more pronounced in coverage for retirement and insurance benefits than for paid leave benefits. For the first time in 2003, NCS data on the incidence of benefits were produced by census division. Coverage for most benefits was more common in the Middle Atlantic, East North Central, and East South Central divisions.

## Definitions

### **Paid time off**

*Paid holidays* are days of special religious, cultural, or patriotic significance on which work and business ordinarily ceases. Workers typically receive time off from work, at full or partial pay, for a specified number of holidays each year.

Some employers also include “personal holidays,” such as an employee’s birthday or “floating holidays,” that vary from year to year as determined by the employer or employee.

When a holiday falls on a scheduled day off, such as a Saturday or Sunday, another day off is often substituted. The following are typical paid holidays:

New Years Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Christmas Day

*Paid vacations* are time off from work, normally taken in days or weeks. Vacation benefits usually start after a length-of-service requirement is fulfilled. The amount of time off may vary with an employee’s service with the employer, or it may be a fixed number of days per year. Time off is usually paid at an employee’s normal hourly rate or salary.

*Paid jury duty leave* provides pay for time away from work when an employee is summoned to serve as a juror. Paid time off for jury duty is usually provided “as needed.” Employer payments commonly make up the difference between the employee’s regular pay and the court’s jury allowance.

*Paid military leave* provides pay for time away from work so that employees can fulfill military commitments. Pay for military leave is either regular pay or the difference between employees’ regular earnings and the amount they receive from the military.

### **Life insurance**

*Life insurance* provides a benefit in the event of death or dismemberment. Benefits are usually distributed as a lump sum, but can also be paid out in the form of an annuity.

### **Disability benefits**

*Short-term disability (STD)* benefits provide for salary replacement, most often partial pay, for a 6- to 12-month period. Benefits are paid either as a percentage of employee earnings, such as 50 percent of predisability earnings, or as a flat dollar amount. STD benefits can vary by the amount of predisability earnings, length of service with the establishment, or length of disability.

*Long-term disability (LTD)* benefits provide a monthly cash amount to eligible employees who, due to illness or injury, are unable to work for an extended period. Benefits are usually paid as a fixed percentage of predisability earnings, up to a set limit. Most participants have a waiting period of 3 or 6 months, or until sick leave and STD benefits end, before benefit payments begin. LTD payments generally continue until retirement, until a specified age, or for a period that varies by the employee’s age at the time of disability.

**Table 1. Percent of workers participating in retirement and health care benefits, by selected characteristics, private industry, National Compensation Survey, March 2003 (Recalculated)**

Characteristic	Retirement benefits			Health care benefits			
	All plans <sup>1</sup>	Defined benefit	Defined contribution	Medical care <sup>2</sup>	Dental care <sup>2</sup>	Vision care <sup>2</sup>	Outpatient prescription drug coverage
All workers .....	49	20	40	53	36	21	47
<b>Worker characteristics:</b>							
White-collar occupations .....	59	22	51	58	42	24	52
Blue-collar occupations .....	50	24	38	61	38	23	54
Service occupations .....	21	7	16	25	18	11	21
Full time .....	58	24	48	65	45	26	58
Part time .....	18	8	14	13	7	6	11
Union .....	83	72	39	82	67	49	73
Nonunion .....	45	15	40	50	33	19	44
Average wage less than \$15 per hour ..	35	11	29	40	25	14	36
Average wage \$15 per hour or higher ..	70	33	57	72	54	33	64
<b>Establishment characteristics:</b>							
Goods-producing .....	63	31	49	68	50	29	58
Service-producing .....	45	16	37	48	32	19	43
1-99 workers .....	35	8	31	42	23	13	36
100 workers or more .....	65	33	51	65	51	31	59
<b>Geographic areas:</b>							
Metropolitan areas .....	50	21	41	54	37	22	48
Nonmetropolitan areas .....	42	14	36	48	29	19	41
New England .....	44	15	37	53	36	17	48
Middle Atlantic .....	56	30	43	56	37	27	48
East North Central .....	56	23	46	57	39	20	50
West North Central .....	48	21	37	48	34	19	42
South Atlantic .....	46	16	40	50	32	15	44
East South Central .....	51	14	46	59	40	31	52
West South Central .....	42	18	35	51	32	17	47
Mountain .....	38	10	34	40	31	19	37
Pacific .....	46	20	37	54	40	29	49

<sup>1</sup> Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees participated in both types of plans.

<sup>2</sup> The March 2003 estimates were originally published on September 17, 2003 in USDL 03:489. Health care benefits included estimates for "Plan type not available," which represented workers participating in some type of health plan that the establishment was unable to identify. With the release of March 2004 estimates, BLS has introduced a data

imputation technique to account for missing plan type information. The estimates in this table have been recalculated using this new technique and are comparable to the estimates published for March 2004.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 2. Percent of workers with access to retirement and health care benefits, by selected characteristics, private industry, National Compensation Survey, March 2003 (Recalculated)**

Characteristic	Retirement benefits			Health care benefits			
	All plans <sup>1</sup>	Defined benefit	Defined contribution	Medical care <sup>2</sup>	Dental care <sup>2</sup>	Vision care <sup>2</sup>	Outpatient prescription drug coverage
All workers .....	57	20	51	69	45	28	63
<b>Worker characteristics:</b>							
White-collar occupations .....	67	23	62	75	52	32	69
Blue-collar occupations .....	59	24	49	75	45	28	68
Service occupations .....	28	8	23	41	25	16	38
Full time .....	67	24	60	83	55	34	75
Part time .....	24	8	21	22	11	8	21
Union .....	86	74	45	90	74	55	81
Nonunion .....	54	15	51	67	42	25	61
Average wage less than \$15 per hour ..	45	12	40	58	33	20	52
Average wage \$15 per hour or higher ..	76	34	67	87	63	41	79
<b>Establishment characteristics:</b>							
Goods-producing .....	70	31	60	81	56	35	71
Service-producing .....	53	17	48	65	41	26	60
1-99 workers .....	42	9	38	58	30	18	50
100 workers or more .....	75	34	65	82	62	40	77
<b>Geographic areas:</b>							
Metropolitan areas .....	58	21	51	69	46	28	63
Nonmetropolitan areas .....	52	15	47	65	37	24	57
New England .....	51	16	44	67	45	23	62
Middle Atlantic .....	61	30	49	73	45	36	64
East North Central .....	64	24	56	74	48	26	66
West North Central .....	56	22	47	59	42	23	53
South Atlantic .....	57	17	53	67	43	21	62
East South Central .....	60	14	59	77	49	40	70
West South Central .....	53	18	49	65	39	22	62
Mountain .....	51	12	47	57	39	28	53
Pacific .....	53	20	46	71	49	35	64

<sup>1</sup> Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees have access to both types of plans.

<sup>2</sup> The March 2003 estimates were originally published in April 2004 in Summary 04-02. Health care benefits included estimates for "Plan type not available," which represented workers with access to some type of health plan that the establishment was unable to identify. With the release of March 2004 estimates, BLS has introduced a data imputation

technique to account for missing plan type information. The estimates in this table have been recalculated using this new technique and are comparable to the estimates published for March 2004.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 3. Percent of workers participating in life and disability insurance benefits, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Life	Disability benefits	
		Short-term disability	Long-term disability
All employees .....	47	37	28
<b>Worker characteristics:</b>			
White-collar occupations .....	54	40	40
Blue-collar occupations .....	50	44	20
Service occupations .....	25	20	10
Full time .....	59	45	36
Part time .....	9	12	4
Union .....	61	68	27
Nonunion .....	46	34	29
Average wage less than \$15 per hour .....	37	27	16
Average wage \$15 per hour or higher .....	64	52	49
<b>Establishment characteristics:</b>			
Goods-producing .....	58	54	29
Service-providing .....	44	32	28
1-99 workers .....	33	26	18
100 workers or more .....	64	50	40
<b>Geographic areas:</b>			
Metropolitan areas .....	48	38	30
Nonmetropolitan areas .....	45	31	17
New England .....	42	33	29
Middle Atlantic .....	46	76	27
East North Central .....	53	37	30
West North Central .....	46	36	29
South Atlantic .....	49	29	31
East South Central .....	59	38	26
West South Central .....	48	28	28
Mountain .....	40	19	23
Pacific .....	41	27	28

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates

no employees in this category or data do not meet publication criteria.

**Table 4. Percent of workers with access to life and disability insurance benefits, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Life insurance	Disability benefits	
		Short-term disability	Long-term disability
All workers .....	50	39	30
<b>Worker characteristics:</b>			
White-collar occupations .....	56	41	42
Blue-collar occupations .....	53	45	21
Service occupations .....	29	21	11
Full time .....	62	46	38
Part time .....	11	13	5
Union .....	63	69	28
Nonunion .....	49	36	30
Average wage less than \$15 per hour .....	40	29	17
Average wage \$15 per hour or higher .....	65	53	50
<b>Establishment characteristics:</b>			
Goods-producing .....	61	56	30
Service-providing .....	47	33	30
1-99 workers .....	36	28	20
100 workers or more .....	66	52	42
<b>Geographic areas:</b>			
Metropolitan areas .....	50	40	32
Nonmetropolitan areas .....	49	32	18
New England .....	44	36	31
Middle Atlantic .....	47	78	28
East North Central .....	56	39	32
West North Central .....	49	37	30
South Atlantic .....	51	30	33
East South Central .....	62	40	26
West South Central .....	51	30	30
Mountain .....	45	20	23
Pacific .....	43	27	29

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 5. Percent of workers with access to selected leave benefits, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Paid holidays	Paid vacations	Paid jury duty leave	Paid military leave
All employees .....	79	79	70	50
<b>Worker characteristics:</b>				
White-collar occupations .....	86	84	79	59
Blue-collar occupations .....	85	84	69	46
Service occupations .....	54	61	46	34
Full time .....	91	91	77	56
Part time .....	43	40	45	33
Union .....	91	90	85	56
Nonunion .....	78	78	68	50
Average wage less than \$15 per hour .....	72	73	60	42
Average wage \$15 per hour or higher .....	91	90	84	64
<b>Establishment characteristics:</b>				
Goods-producing .....	90	87	76	56
Service-producing .....	76	77	68	48
1-99 workers .....	74	73	57	38
100 workers or more .....	86	87	84	64
<b>Geographic areas:</b>				
Metropolitan areas .....	79	79	71	51
Nonmetropolitan areas .....	80	79	61	44
New England .....	77	79	69	54
Middle Atlantic .....	83	85	72	54
East North Central .....	83	81	73	53
West North Central .....	74	71	70	50
South Atlantic .....	79	80	71	50
East South Central .....	81	79	72	45
West South Central .....	77	79	68	53
Mountain .....	75	73	71	51
Pacific .....	80	79	62	41

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates

no employees in this category or data do not meet publication criteria.

**Table 6. Percent of workers with access to selected benefits, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Employer assistance for child care				Adoption assistance	Long-term care insurance	Flexible work place	Employer-provided home PC	Subsidized commuting
	Total <sup>1</sup>	Employer provided funds	On-site and off-site child care	Child care resource and referral services					
All employees .....	14	3	5	10	9	11	4	2	5
<b>Worker characteristics:</b>									
White-collar occupations .....	20	5	7	15	13	16	6	3	7
Blue-collar occupations .....	8	1	2	6	6	7	1	1	4
Service occupations .....	8	2	4	5	2	4	1	1	2
Full time .....	16	4	5	12	10	13	4	3	6
Part time .....	8	2	4	5	5	4	3	1	2
Union .....	17	3	7	15	13	16	3	2	8
Nonunion .....	14	3	5	10	9	11	4	2	5
Average wage less than \$15 per hour .....	9	2	3	5	5	6	2	1	3
Average wage \$15 per hour or higher .....	22	5	8	18	16	19	7	4	9
<b>Establishment characteristics:</b>									
Goods-producing .....	13	3	2	11	9	11	3	3	5
Service-producing .....	14	3	6	10	9	11	4	2	5
1-99 workers .....	5	2	2	3	3	3	2	1	2
100 workers or more .....	25	5	8	19	16	20	5	3	9
<b>Geographic areas:</b>									
Metropolitan areas .....	16	4	5	12	10	12	4	2	6
Nonmetropolitan areas .....	4	2	2	2	2	4	1	1	1
New England .....	15	2	8	12	11	11	4	2	8
Middle Atlantic .....	17	4	6	14	12	12	4	3	8
East North Central .....	16	3	6	11	10	10	5	2	2
West North Central .....	13	3	6	8	7	7	2	2	3
South Atlantic .....	11	4	3	9	9	14	2	1	2
East South Central .....	13	4	4	7	4	7	4	1	5
West South Central .....	11	2	3	8	8	10	2	2	6
Mountain .....	17	2	5	12	7	7	5	1	6
Pacific .....	13	4	3	10	8	14	5	3	10

<sup>1</sup> The total is less than the sum of the individual child care provisions because many employees have access to more than one of the benefits.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 7. Percent of medical insurance premiums paid by employer and employee, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristics	Single coverage		Family coverage	
	Employer share	Employee share	Employer share	Employee share
All workers participating in medical plans ...	82	18	70	30
<b>Worker characteristics:</b>				
White-collar occupations .....	81	19	70	30
Blue-collar occupations .....	83	17	72	28
Full time .....	82	18	70	30
Union .....	88	12	81	19
Nonunion .....	81	19	69	31
Average wage less than \$15 per hour .....	80	20	68	32
Average wage \$15 per hour or higher .....	83	17	73	27
<b>Establishment characteristics:</b>				
Goods-producing .....	84	16	75	25
Service-producing .....	81	19	68	32
1-99 workers .....	81	19	66	34
100 workers or more .....	82	18	73	27
<b>Geographic areas:</b>				
Metropolitan areas .....	82	18	70	30
Nonmetropolitan areas .....	81	19	70	30
New England .....	80	20	72	28
Middle Atlantic .....	83	17	72	28
East North Central .....	82	18	74	26
West North Central .....	82	18	71	29
South Atlantic .....	78	22	66	34
East South Central .....	82	18	68	32
West South Central .....	81	19	66	34
Mountain .....	80	20	68	32
Pacific .....	86	14	73	27

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in

this category or data do not meet publication criteria.

**Table 8. Percent of medical insurance participants required to contribute and average employee contribution for single and family coverage, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Single coverage			Family coverage		
	Employee contributions not required	Employee contributions required	Average flat monthly contribution in dollars	Employee contributions not required	Employee contributions required	Average flat monthly contribution in dollars
Total .....	22	78	\$60.24	10	90	\$228.98
<b>Worker characteristics:</b>						
White-collar occupations .....	20	80	61.95	8	92	236.17
Blue-collar occupations .....	27	73	55.22	13	87	208.18
Service occupations .....	—	—	—	—	—	—
Full time .....	22	78	59.63	10	90	227.52
Part time .....	—	—	—	—	—	—
Union .....	41	59	49.40	31	69	174.60
Nonunion .....	20	80	61.31	7	93	234.35
Average wage less than \$15 per hour ..	21	79	62.92	8	92	238.41
Average wage \$15 per hour or higher ..	24	76	57.75	12	88	220.04
<b>Establishment characteristics:</b>						
Goods-producing .....	22	78	50.87	13	87	190.81
Service-producing .....	23	77	64.15	9	91	244.08
1-99 workers .....	28	72	66.63	13	87	263.24
100 workers or more .....	18	82	56.03	8	92	204.52
<b>Geographic areas:</b>						
Metropolitan areas .....	23	77	59.76	10	90	228.28
Nonmetropolitan areas .....	21	79	63.19	9	91	233.31
New England .....	19	81	65.79	8	92	220.59
Middle Atlantic .....	26	74	59.78	15	85	228.58
East North Central .....	22	78	60.88	15	85	217.30
West North Central .....	20	80	59.97	12	88	238.68
South Atlantic .....	16	84	63.61	4	96	246.54
East South Central .....	23	77	56.68	6	94	234.44
West South Central .....	21	79	60.89	5	95	243.63
Mountain .....	21	79	61.24	8	92	234.83
Pacific .....	32	68	52.75	11	89	202.79

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates

no employees in this category or data do not meet publication criteria.

**Table 9. Percent of medical participants by amount and type of employee contribution for single coverage, private industry, National Compensation Survey, March 2003**

Characteristic	All employees	White-collar occupations	Blue-collar occupations	Service occupations
Number (in thousands) with contributory coverage .....	35,888	21,174	11,207	3,507
	Percent			
Total with contributory coverage .....	100	100	100	100
<b>Percent</b>				
Flat monthly amount .....	72	73	72	67
Less than \$5.00 .....	1	1	1	( <sup>1</sup> )
\$5.00 - 9.99 .....	2	1	2	2
\$10.00 - 14.99 .....	2	2	3	1
\$15.00 - 19.99 .....	2	1	3	1
\$20.00 - 29.99 .....	8	8	8	9
\$30.00 - 39.99 .....	10	9	11	7
\$40.00 - 49.99 .....	10	9	11	9
\$50.00 - 59.99 .....	9	10	8	9
\$60.00 - 69.99 .....	8	8	6	9
\$70.00 - 79.99 .....	6	6	7	4
\$80.00 - 89.99 .....	2	3	3	2
\$90.00 - 99.99 .....	3	3	3	4
\$100.00 - 124.99 .....	6	8	3	3
\$125.00 or greater .....	4	5	3	6
Composite rate <sup>2</sup> .....	1	2	( <sup>1</sup> )	( <sup>1</sup> )
Varies <sup>3</sup> .....	4	4	4	5
Flexible benefits <sup>4</sup> .....	2	3	1	1
Percent of earnings .....	( <sup>1</sup> )	1	( <sup>1</sup> )	1
Exists, but unknown .....	18	16	19	24
Other .....	3	2	4	2

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> A composite rate is a set contribution covering more than one benefit area, for example, health care and life insurance. Cost data for individual plans cannot be determined.

<sup>3</sup> Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

<sup>4</sup> Amount varies by options selected under a "cafeteria plan" or employer-sponsored reimbursement account.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 10. Percent of medical participants by amount and type of employee contribution for family coverage, private industry, National Compensation Survey, March 2003**

Characteristics	All employees	White-collar occupations	Blue-collar occupations	Service occupations
Number (in thousands) with contributory coverage .....	41,377	24,248	13,279	3,850
	Percent			
Total with contributory coverage .....	100	100	100	100
<b>Percent</b>				
Flat monthly amount .....	72	71	74	70
Less than \$25.00 .....	1	1	2	2
\$25.00 - 49.99 .....	3	2	5	2
\$50.00 - 74.99 .....	4	3	6	7
\$75.00 - 99.99 .....	5	5	4	3
\$100.00 - 124.99 .....	6	6	7	4
\$125.00 - 149.99 .....	5	5	7	1
\$150.00 - 174.99 .....	7	7	7	7
\$175.00 - 199.99 .....	6	6	6	4
\$200.00 - 224.99 .....	5	5	4	7
\$225.00 - 249.99 .....	4	4	5	2
\$250.00 - 274.99 .....	4	5	3	4
\$275.00 - 299.99 .....	2	3	2	2
\$300.00 - 324.99 .....	4	4	4	3
\$325.00 - 349.99 .....	2	2	3	3
\$350.00 - 374.99 .....	2	2	1	3
\$375.00 - 399.99 .....	2	2	2	5
\$400.00 - 424.99 .....	2	2	2	3
\$425.00 - 449.99 .....	1	2	1	1
\$450.00 - 474.99 .....	1	1	1	2
\$475.00 - 499.99 .....	1	1	1	1
\$500.00 or greater .....	4	5	3	6
Composite rate <sup>1</sup> .....	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Varies <sup>3</sup> .....	3	3	3	3
Flexible benefits <sup>4</sup> .....	2	2	1	1
Percent of earnings .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Exists, but unknown .....	19	19	18	22
Other .....	3	3	3	4

<sup>1</sup> A composite rate is a set contribution covering more than one benefit area, for example, health care and life insurance. Cost data for individual plans cannot be determined.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

<sup>4</sup> Amount varies by options selected under a "cafeteria plan" or employer-sponsored reimbursement account.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 11. Average number of paid vacation days, by minimum length of service requirement for selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Length of service <sup>1</sup>						
	After 1 year	After 3 years	After 5 years	After 10 years	After 15 years	After 20 years	After 25 years
All workers with paid vacations <sup>2</sup> .....	8.8	10.7	13.4	16.0	17.5	18.3	19.1
<b>Worker characteristics:</b>							
White-collar occupations .....	9.8	11.5	14.3	17.0	18.8	19.6	20.4
Blue-collar occupations .....	7.2	9.4	11.7	14.3	15.8	16.8	17.6
Service occupations .....	8.3	10.7	13.4	15.5	16.3	16.7	17.1
Full time .....	8.9	10.9	13.6	16.3	17.9	18.7	19.5
Part time .....	7.4	9.2	11.4	13.1	14.4	15.0	15.7
Union .....	8.6	11.4	13.8	17.2	20.1	22.3	24.6
Nonunion .....	8.8	10.7	13.3	15.8	17.3	17.9	18.5
Average wage less than \$15 per hour ....	7.6	9.9	12.4	14.8	16.1	16.7	17.2
Average wage \$15 per hour or higher ....	10.3	11.8	14.7	17.5	19.4	20.5	21.5
<b>Establishment characteristics:</b>							
Goods-producing .....	7.7	9.7	12.0	14.8	16.5	17.7	18.6
Service-producing .....	9.2	11.1	13.9	16.4	17.9	18.5	19.2
1-99 workers .....	7.9	9.9	12.0	14.2	15.2	15.6	16.1
100 workers or more .....	9.6	11.6	14.7	17.7	19.9	21.0	22.1
<b>Geographic areas:</b>							
Metropolitan areas .....	9.0	10.9	13.5	16.1	17.7	18.4	19.2
Nonmetropolitan areas .....	7.3	10.0	12.3	15.0	16.4	17.5	18.2
New England .....	10.3	12.0	14.0	15.6	17.0	17.4	17.9
Middle Atlantic .....	9.1	10.6	12.8	14.9	16.3	17.0	17.8
East North Central .....	8.6	10.9	13.4	16.6	18.8	19.8	21.0
West North Central .....	9.0	11.0	13.1	16.0	18.0	18.9	20.1
South Atlantic .....	8.3	10.2	13.0	15.5	17.1	17.9	18.5
East South Central .....	7.8	10.4	13.6	16.7	18.2	19.4	19.7
West South Central .....	8.5	10.3	12.5	15.0	16.2	17.1	17.7
Mountain .....	9.6	11.6	14.2	16.7	18.1	18.7	19.4
Pacific .....	8.9	11.1	14.9	17.3	18.3	19.0	19.6

<sup>1</sup> Employees receiving no vacation days are included as receiving 0 days.

<sup>2</sup> Employees are either granted a specific number of days after completion of the indicated length of service, or accrue days during the next 12-month period. The total number of days is assumed

available for use immediately upon completion of service interval.

NOTE: Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 12. Percent of workers with paid vacations by number of paid vacation days provided for selected periods of service,<sup>1</sup> private industry by occupational group, National Compensation Survey, March 2003**

Vacation policy	Percent with paid vacation days by length of service <sup>2</sup>								
	Under 5 days	5 days	Over 5 but under 10 days	10 days	Over 10 but under 15 days	15 days	Over 15 but under 20 days	20 days	Over 20 days
<b>All workers</b>									
After 1 year .....	5	39	2	37	3	7	3	2	2
After 3 years .....	2	12	3	59	4	8	5	3	3
After 5 years .....	1	8	2	33	4	36	3	5	8
After 10 years .....	1	7	1	13	1	44	4	16	13
After 15 years .....	1	7	1	11	1	23	2	37	17
After 20 years .....	1	7	1	11	1	19	1	35	25
After 25 years .....	( <sup>3</sup> )	8	1	11	( <sup>3</sup> )	18	1	25	36
<b>White-collar occupations</b>									
After 1 year .....	6	27	1	43	3	9	4	4	4
After 3 years .....	2	7	2	59	4	12	5	4	4
After 5 years .....	1	5	1	28	5	41	3	7	10
After 10 years .....	1	4	1	9	1	45	4	20	16
After 15 years .....	( <sup>3</sup> )	4	( <sup>3</sup> )	8	1	20	2	44	21
After 20 years .....	( <sup>3</sup> )	4	( <sup>3</sup> )	8	1	17	1	40	29
After 25 years .....	( <sup>3</sup> )	4	( <sup>3</sup> )	8	( <sup>3</sup> )	16	1	29	41
<b>Blue-collar occupations</b>									
After 1 year .....	3	57	2	30	3	3	1	( <sup>3</sup> )	( <sup>3</sup> )
After 3 years .....	2	19	2	65	4	4	2	1	( <sup>3</sup> )
After 5 years .....	1	12	2	46	3	29	2	3	3
After 10 years .....	1	10	( <sup>3</sup> )	19	1	47	4	12	6
After 15 years .....	1	10	( <sup>3</sup> )	16	1	28	3	33	8
After 20 years .....	1	10	( <sup>3</sup> )	16	( <sup>3</sup> )	20	1	33	18
After 25 years .....	1	10	( <sup>3</sup> )	16	( <sup>3</sup> )	19	1	23	29
<b>Service occupations</b>									
After 1 year .....	6	47	3	25	3	4	7	1	3
After 3 years .....	2	16	7	50	4	6	9	3	3
After 5 years .....	( <sup>3</sup> )	14	5	26	3	31	5	3	13
After 10 years .....	( <sup>3</sup> )	14	3	15	2	32	3	14	18
After 15 years .....	( <sup>3</sup> )	14	3	13	1	24	3	21	20
After 20 years .....	( <sup>3</sup> )	14	3	13	1	23	2	19	25
After 25 years .....	( <sup>3</sup> )	14	3	13	( <sup>3</sup> )	22	3	15	29

<sup>1</sup> Employees are either granted a specific number of days after completion of the indicated length of service, or accrue days during the next 12-month period. The total number of days are assumed available for use immediately upon completion of service interval.

<sup>2</sup> Employees receiving no vacation days are included as receiving under 5 days.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 13. Percent of workers by number of paid holidays provided and average number of paid days per year, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Average number of paid holidays	Paid holidays <sup>1</sup>									
		Fewer than 5 days	5 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	More than 12 days
All workers with paid holidays .....	8	5	4	23	13	12	10	13	10	4	6
<b>Worker characteristics:</b>											
White-collar occupations .....	8	3	3	23	12	12	10	15	11	5	6
Blue-collar occupations .....	8	7	5	22	14	12	10	12	9	3	6
Service occupations .....	7	13	5	24	14	13	9	5	12	2	3
Full time .....	8	4	3	21	13	13	10	14	11	4	6
Part time .....	7	16	6	37	11	8	6	5	4	2	4
Union .....	10	4	2	7	8	9	13	13	14	9	20
Nonunion .....	8	6	4	25	13	13	9	13	10	3	4
Average wage less than \$15 per hour ..	7	8	5	30	15	12	9	9	7	2	3
Average wage \$15 per hour or higher ..	9	2	2	14	11	13	11	17	14	6	9
<b>Establishment characteristics:</b>											
Goods-producing .....	9	5	4	11	12	12	9	17	15	4	10
Service-producing .....	8	6	4	28	13	13	10	11	8	4	4
1-99 workers .....	7	8	5	27	17	14	10	9	6	2	3
100 workers or more .....	9	3	3	19	9	11	10	16	14	6	9
<b>Geographic areas:</b>											
Metropolitan areas .....	8	5	4	22	14	13	10	13	10	4	6
Nonmetropolitan areas .....	7	12	5	32	8	10	7	12	10	2	3
New England .....	9	10	2	14	4	13	4	13	22	9	9
Middle Atlantic .....	9	3	3	15	13	10	8	12	18	9	9
East North Central .....	8	3	1	30	16	11	10	12	9	2	7
West North Central .....	8	7	3	26	7	17	11	15	7	2	6
South Atlantic .....	8	6	8	24	11	12	9	16	8	3	2
East South Central .....	7	10	8	22	17	14	8	9	3	5	5
West South Central .....	8	7	5	25	16	13	12	13	3	2	6
Mountain .....	8	7	—	24	12	20	6	13	12	4	2
Pacific .....	8	6	3	21	15	11	15	11	9	4	5

<sup>1</sup> Fractional holiday amounts were rounded to the nearest full number of days.

NOTE: Because of rounding, sums of individual items may not equal

totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 14. Percent of workers participating in short-term disability plans, by method of funding and selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Unfunded <sup>1</sup>	Insured	Self-insured	Legally required	Other
All workers with short-term disability coverage .....	10	38	34	15	2
<b>Worker characteristics:</b>					
White-collar occupations .....	13	36	39	11	1
Blue-collar occupations .....	7	43	33	13	4
Service occupations .....	4	33	17	44	2
Full time .....	11	39	35	13	2
Part time .....	2	26	22	47	3
Union .....	3	35	39	15	8
Nonunion .....	11	38	34	15	1
Average wage less than \$15 per hour .....	8	39	30	22	2
Average wage \$15 per hour or higher .....	12	37	39	10	2
<b>Establishment characteristics:</b>					
Goods-producing .....	9	40	37	11	4
Service-producing .....	11	37	33	18	1
1-99 workers .....	8	43	24	23	1
100 workers or more .....	12	34	41	10	3
<b>Geographic areas:</b>					
Metropolitan areas .....	10	38	35	15	2
Nonmetropolitan areas .....	12	35	34	16	3
New England .....	15	54	31	( <sup>2</sup> )	1
Middle Atlantic .....	4	29	18	48	1
East North Central .....	8	43	45	-	3
West North Central .....	9	35	55	-	1
South Atlantic .....	13	42	44	( <sup>2</sup> )	1
East South Central .....	14	43	38	-	5
West South Central .....	16	34	47	( <sup>2</sup> )	3
Mountain .....	16	38	27	4	15
Pacific .....	17	44	29	9	1

<sup>1</sup> A plan in which the establishment pays the benefit from operating revenue.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items

may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 15. Percent of workers participating in life insurance plans by employee contribution requirement, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Life insurance		
	Employee contributions not required	Employee contributions required	Not determinable
All workers with basic life insurance coverage .....	88	7	5
<b>Worker characteristics:</b>			
White-collar occupations .....	90	6	4
Blue-collar occupations .....	88	6	6
Service occupations .....	80	12	7
Full time .....	88	7	5
Part time .....	89	6	5
Union .....	89	2	9
Nonunion .....	88	7	5
Average wage less than \$15 per hour .....	87	8	5
Average wage \$15 per hour or higher .....	89	6	5
<b>Establishment characteristics:</b>			
Goods-producing .....	90	4	7
Service-providing .....	88	8	5
1-99 workers .....	88	8	4
100 workers or more .....	88	6	6
<b>Geographic areas:</b>			
Metropolitan areas .....	88	6	5
Nonmetropolitan areas .....	87	9	4
New England .....	90	3	8
Middle Atlantic .....	86	3	11
East North Central .....	90	7	3
West North Central .....	88	5	7
South Atlantic .....	89	8	3
East South Central .....	78	16	7
West South Central .....	86	10	4
Mountain .....	85	10	5
Pacific .....	95	2	3

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash

indicates no employees in this category or data do not meet publication criteria.

**Table 16. Percent of workers participating in life insurance benefits, by method of payment and selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Basic life insurance method of payment					
	Fixed multiple of earnings	Variable multiple of earnings	Flat dollar amount	Variable dollar amount	Other	Not determinable
All workers with basic life insurance coverage .....	53	4	33	5	2	4
<b>Worker characteristics:</b>						
White-collar occupations .....	63	4	25	3	2	3
Blue-collar occupations .....	37	3	45	8	2	5
Service occupations .....	48	2	41	7	( <sup>1</sup> )	2
Full time .....	54	4	32	5	2	4
Part time .....	39	2	47	4	3	4
Union .....	31	2	46	14	1	6
Nonunion .....	56	4	31	4	2	3
Average wage less than \$15 per hour .....	48	3	40	5	1	4
Average wage \$15 per hour or higher .....	58	4	27	5	2	4
<b>Establishment characteristics:</b>						
Goods-producing .....	44	4	40	7	2	3
Service-producing .....	57	4	30	4	1	4
1-99 workers .....	44	3	46	3	1	4
100 workers or more .....	59	4	25	6	2	4
<b>Geographic areas:</b>						
Metropolitan areas .....	55	4	31	5	2	4
Nonmetropolitan areas .....	40	3	49	5	2	2
New England .....	76	3	15	( <sup>1</sup> )	2	4
Middle Atlantic .....	57	4	25	9	1	5
East North Central .....	48	3	41	4	2	3
West North Central .....	52	3	38	4	1	2
South Atlantic .....	53	6	32	5	1	3
East South Central .....	37	4	43	8	2	6
West South Central .....	56	5	29	2	2	6
Mountain .....	49	2	41	2	2	4
Pacific .....	56	1	30	6	3	3

<sup>1</sup> Less than 0.5 percent.

may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items

**Table 17. Percent of workers participating in life insurance plans with multiple of earnings benefit formulas, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Multiple of earnings amounts <sup>1</sup>				
	Less than 1.0 times earnings	1.0 times earnings	Over 1.0 and under 2.0 times earnings	2.0 times earnings	Over 2.0 times earnings
All workers with a multiple of earnings formula .....	1	56	13	24	6
<b>Worker characteristics:</b>					
White-collar occupations .....	1	53	12	27	7
Blue-collar occupations .....	2	57	15	21	6
Service occupations .....	( <sup>2</sup> )	70	18	11	( <sup>2</sup> )
Full time .....	1	55	14	25	6
Part time .....	1	65	5	18	10
Union .....	3	72	6	15	4
Nonunion .....	1	54	14	25	6
Average wage less than \$15 per hour .....	1	61	15	18	5
Average wage \$15 per hour or higher .....	1	51	12	29	7
<b>Establishment characteristics:</b>					
Goods-producing .....	2	46	18	27	6
Service-producing .....	( <sup>2</sup> )	58	12	24	6
1-99 workers .....	1	56	13	23	7
100 workers or more .....	1	55	13	25	6
<b>Geographic areas:</b>					
Metropolitan areas .....	1	56	12	25	6
Nonmetropolitan areas .....	1	50	22	23	4
New England .....	1	66	15	18	( <sup>2</sup> )
Middle Atlantic .....	1	54	10	29	6
East North Central .....	3	50	18	24	5
West North Central .....	( <sup>2</sup> )	52	15	30	2
South Atlantic .....	( <sup>2</sup> )	59	11	26	3
East South Central .....	0	47	27	14	12
West South Central .....	0	61	9	25	5
Mountain .....	0	58	12	22	8
Pacific .....	1	52	10	23	15

<sup>1</sup> Includes participants in plans in which insurance equaled a multiple of earnings, plus or minus a specified amount.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 18. Percent of workers participating in life insurance plans with flat dollar benefit formulas, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Flat dollar amounts					
	Less than \$10,000	\$10,000 and under \$15,000	\$15,000 and under \$20,000	\$20,000 and under \$25,000	\$25,000 and under \$30,000	\$30,000 or more
All workers with a flat dollar benefit formula .....	8	29	20	14	12	17
<b>Worker characteristics:</b>						
White-collar occupations .....	6	22	20	17	15	20
Blue-collar occupations .....	8	32	20	12	12	17
Service occupations .....	18	44	16	10	4	9
Full time .....	7	29	20	13	13	18
Part time .....	27	30	10	23	6	4
Union .....	11	30	17	10	13	19
Nonunion .....	8	28	20	14	12	17
Average wage less than \$15 per hour ..	11	36	18	15	9	11
Average wage \$15 per hour or higher ..	5	18	22	13	16	26
<b>Establishment characteristics:</b>						
Goods-producing .....	7	30	20	9	15	19
Service-producing .....	9	28	19	16	11	16
1-99 workers .....	9	30	23	9	11	18
100 workers or more .....	7	27	16	19	13	17
<b>Geographic areas:</b>						
Metropolitan areas .....	8	28	18	15	14	17
Nonmetropolitan areas .....	9	32	24	9	5	20
New England .....	28	22	8	18	5	19
Middle Atlantic .....	8	43	7	5	15	22
East North Central .....	4	15	31	11	17	23
West North Central .....	3	37	23	6	10	22
South Atlantic .....	21	26	13	19	7	14
East South Central .....	3	57	25	5	1	9
West South Central .....	1	36	16	22	16	9
Mountain .....	10	25	9	26	20	9
Pacific .....	10	25	20	17	9	19

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this

category or data do not meet publication criteria.

**Table 19. Percent of workers with access to nonproduction bonus by type of bonus and stock options, by selected characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Nonproduction bonus							
	All nonproduction bonuses	Attendance bonus	Cash profit sharing bonus	Employee recognition bonus	End of year bonus	Holiday bonus	Payment in lieu of benefits bonus	Safety bonus
All workers .....	49	3	5	5	12	10	4	2
<b>Worker characteristics:</b>								
White-collar occupations .....	51	2	5	4	13	9	5	( <sup>1</sup> )
Blue-collar occupations .....	53	6	8	3	13	12	5	4
Service occupations .....	36	2	1	8	8	8	3	( <sup>1</sup> )
Full time .....	54	3	6	5	13	10	5	2
Part time .....	30	1	1	2	6	9	1	( <sup>1</sup> )
Union .....	45	6	7	6	7	4	5	4
Nonunion .....	49	3	5	4	12	10	4	1
Average wage less than \$15 per hour ..	44	3	4	4	11	12	3	1
Average wage \$15 per hour or higher ..	56	2	7	5	13	6	6	2
<b>Establishment characteristics:</b>								
Goods-producing .....	56	6	11	4	12	10	7	4
Service-producing .....	47	2	3	5	12	9	4	1
1-99 workers .....	48	1	4	4	15	12	4	1
100 workers or more .....	50	5	6	5	8	7	5	2
<b>Geographic areas:</b>								
Metropolitan areas .....	49	3	5	5	12	9	5	1
Nonmetropolitan areas .....	47	4	7	3	13	13	3	3
New England .....	51	2	4	11	5	9	6	5
Middle Atlantic .....	48	2	4	6	11	5	8	1
East North Central .....	56	5	9	3	12	16	7	1
West North Central .....	47	5	3	5	16	6	2	1
South Atlantic .....	49	3	3	5	12	10	4	1
East South Central .....	52	4	4	9	17	8	4	( <sup>1</sup> )
West South Central .....	43	1	3	1	10	11	( <sup>1</sup> )	3
Mountain .....	40	2	5	3	16	8	2	1
Pacific .....	46	1	8	3	10	7	3	1

See footnotes at end of table.

**Table 19. Percent of workers with access to nonproduction bonus by type of bonus and stock options, by selected characteristics, private industry, National Compensation Survey, March 2003 — Continued**

Characteristic	Nonproduction bonus								Stock options
	Suggestion bonus	Hiring bonus	Longevity bonus	Referral bonus	Retention bonus	Union-related bonus	Management incentive bonus	Other bonus	
All workers .....	1	2	2	8	1	( <sup>1</sup> )	2	5	8
<b>Worker characteristics:</b>									
White-collar occupations .....	1	3	1	9	1	( <sup>1</sup> )	2	6	12
Blue-collar occupations .....	3	1	2	5	( <sup>1</sup> )	( <sup>1</sup> )	1	5	6
Service occupations .....	1	1	1	9	( <sup>1</sup> )	-	( <sup>1</sup> )	3	2
Full time .....	2	2	2	9	1	( <sup>1</sup> )	2	6	10
Part time .....	1	1	1	7	1	-	( <sup>1</sup> )	2	4
Union .....	5	( <sup>1</sup> )	1	3	( <sup>1</sup> )	1	3	6	8
Nonunion .....	1	2	2	9	1	-	2	5	8
Average wage less than \$15 per hour ..	1	1	2	8	( <sup>1</sup> )	( <sup>1</sup> )	1	4	6
Average wage \$15 per hour or higher ..	2	3	1	9	1	( <sup>1</sup> )	3	7	13
<b>Establishment characteristics:</b>									
Goods-producing .....	3	1	2	7	( <sup>1</sup> )	( <sup>1</sup> )	3	7	9
Service-producing .....	1	2	1	9	1	( <sup>1</sup> )	2	5	8
1-99 workers .....	( <sup>1</sup> )	1	1	5	1	( <sup>1</sup> )	2	4	4
100 workers or more .....	2	3	2	11	1	( <sup>1</sup> )	2	6	14
<b>Geographic areas:</b>									
Metropolitan areas .....	1	2	2	8	1	( <sup>1</sup> )	2	5	9
Nonmetropolitan areas .....	1	1	2	6	( <sup>1</sup> )	( <sup>1</sup> )	1	4	3
New England .....	1	2	4	8	3	( <sup>1</sup> )	2	5	8
Middle Atlantic .....	2	2	2	9	1	( <sup>1</sup> )	2	6	7
East North Central .....	2	1	2	8	( <sup>1</sup> )	( <sup>1</sup> )	1	10	7
West North Central .....	1	2	( <sup>1</sup> )	6	1	( <sup>1</sup> )	3	2	3
South Atlantic .....	1	2	2	11	1	( <sup>1</sup> )	2	3	10
East South Central .....	4	4	1	11	-	-	2	6	7
West South Central .....	( <sup>1</sup> )	4	( <sup>1</sup> )	7	( <sup>1</sup> )	( <sup>1</sup> )	1	4	10
Mountain .....	1	2	1	8	1	-	3	2	7
Pacific .....	1	1	1	4	( <sup>1</sup> )	( <sup>1</sup> )	2	5	13

<sup>1</sup> Less than 0.5 percent.

Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Table 20. Percent of establishments offering health and retirement benefits, and retiree health benefits, by establishment characteristics, private industry, National Compensation Survey, March 2003**

Characteristic	Retirement benefits	Defined benefits	Defined contribution	Health care benefits <sup>1</sup>	Retiree health under age 65	Retiree health age 65 and over
All establishments .....	47	10	45	58	4	4
<b>Establishment characteristics:</b>						
Goods-producing .....	45	11	42	60	4	4
Service-producing .....	47	10	46	57	5	4
1-99 workers .....	45	9	44	56	4	3
100 workers or more .....	88	38	82	95	19	15
<b>Geographic areas:</b>						
Metropolitan areas .....	51	10	49	60	5	4
Nonmetropolitan areas .....	32	9	31	51	3	3
New England .....	48	11	48	54	1	1
Middle Atlantic .....	49	17	44	63	6	5
East North Central .....	62	13	61	84	6	5
West North Central .....	38	5	36	36	2	2
South Atlantic .....	54	5	53	55	5	3
East South Central .....	52	5	51	58	11	11
West South Central .....	39	13	39	58	7	7
Mountain .....	25	7	23	42	2	2
Pacific .....	45	12	43	58	3	3

<sup>1</sup> Health may include a medical plan, or a separate dental, vision, or prescription drug plan.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

## Chapter 2. Health Benefits

**T**he NCS collects information on a variety of health benefits, including medical, prescription drug, dental, and vision care. Definitions of major types of plans, key provisions, and related terms follow.

### Medical Care

Medical care plans provide services or payments for services rendered in the hospital or by a physician. Those plans which provide only dental, vision, or prescription drug coverage are tabulated separately and described in their own sections.

### Health care plans and systems

*Indemnity plan.* A type of medical plan that reimburses the patient or the provider as expenses are incurred.

*Traditional indemnity plan.* An indemnity medical plan that allows the participant the choice of any provider, without affecting reimbursement. This type of plan reimburses the patient or the provider as expenses are incurred.

*Preferred provider organization (PPO).* An indemnity plan that provides coverage to participants through a network of selected health care providers (such as hospitals and physicians). Enrollees may go outside the network, but when they do, they incur higher costs in the form of higher deductibles, higher coinsurance rates, or nondiscounted charges from providers. This type of plan is now called an “indemnity inside and outside of network” plan in the NCS.

*In and out of network.* A provision in medical care plans that designates certain physicians and hospitals as network providers. Services sought from health care providers who do not belong to the network are reimbursed at a lower rate than the rate at which network providers are reimbursed. Under this type of plan, there may be a requirement to obtain a primary care physician’s referral prior to obtaining medical care from a specialist. If this requirement is not met, benefits may be reduced.

*Prepaid plan.* A health care plan that assumes both the financial risks associated with providing comprehensive medical services and the responsibility for health care delivery in a particular geographic area, usually in return for a fixed, prepaid fee from members. The term “prepaid plan” is synonymous with “health maintenance organization” (HMO).

*Point-of-service option (POS).* A POS plan is an HMO-PPO hybrid, sometimes referred to as an “open-ended” HMO when offered by an HMO. POS plans resemble HMO’s for in-network services. Services rendered outside of the network are usually reimbursed in a manner similar to the way traditional indemnity plans are reimbursed (for example, provider reimbursement based on a fee schedule or on usual, customary, and reasonable charges).

### Limitations on coverage

*Maximum dollar limit.* The maximum amount payable by the insurer for covered expenses for the insured and each covered dependent while enrolled in the health plan. Plans can have a yearly or a lifetime maximum dollar limit. The most typical maximum limit is a lifetime amount of \$1 million per individual.

*Maximum out-of-pocket expense.* The maximum dollar amount a group member is required to pay out of pocket during a year. Until this maximum is met, the plan and the member share in the cost of covered expenses. After the maximum is reached, the insurance carrier pays all covered expenses, often up to a lifetime maximum.

*Deductible.* A fixed dollar amount during the benefit period, usually a year, that an insured person pays before the insurer starts to make payments for covered medical services. Plans may have both individual and family deductibles. Some plans have separate deductibles for specific services. For example, a plan may have a hospitalization deductible per admission. Deductibles may differ between services received from an approved provider (that is, a provider with whom the insurer has a contract or an agreement specifying payment levels and other requirements) and those received from providers not on the approved list.

*Coinsurance.* A form of medical cost sharing that requires an insured person to pay a stated percentage of medical expenses after the deductible amount, if any, is paid. Once any deductible amount and coinsurance are paid, the insurer is responsible for the rest of the reimbursement for covered benefits, up to the maximum allowed charges. The individual is responsible for any charges in excess of what the insurer determines to be “usual, customary, and reasonable.” Coinsurance rates may differ between services received from an approved provider and those received by providers not on the list of approved providers.

*Premium.* An agreed-upon fee paid for coverage of medical benefits for a defined period. Premiums can be paid by employers, unions, or employees or can be shared by both the insured and the plan sponsor.

*Self-insured plan.* A plan offered by employers who directly assume the major cost of health insurance for their employees. Some self-insured plans bear the entire risk. Other self-insured employers insure against large claims by purchasing stop-loss coverage. Some self-insured employers contract with insurance carriers or third-party administrators for claims processing and other administrative services; other self-insured plans are self-administered.

*Insured plan.* A plan in which the employer contracts with another organization to assume financial responsibility for the costs of enrollees' medical claims.

### **Alternatives to hospitalization**

Alternatives to hospitalization are offered as a means of reducing costs.

*Extended-care facilities.* These facilities provide skilled nursing care, rehabilitation, and convalescent services to patients who require less intensive treatment than that provided in a hospital.

*Home health care.* These services provide skilled nursing and related care to patients in their own homes.

*Hospice care.* These programs provide nursing care and psychological support to terminally ill patients and their families, either on an inpatient basis or in the patient's home.

### **Mental health and substance abuse treatment**

These services include inpatient and outpatient care for psychiatric conditions and alcohol or drug dependency. The coverage is generally more restrictive than that for general medical conditions.

*Detoxification.* This treatment involves supervised care by medical personnel that is designed to reduce or eliminate the symptoms of chemical dependency. Treatment can occur on an inpatient or outpatient basis.

*Rehabilitation.* These services are intended to alter the behavior of substance abusers. They usually are provided af-

ter detoxification is complete. Treatment can occur on an inpatient or outpatient basis.

## **Prescription Drugs**

Prescription drug plans provide coverage for outpatient prescription drugs. Prescription drugs dispensed during a hospital stay are covered as hospital miscellaneous charges.

*Name-brand drugs.* These are drugs that once were, or still are, under patents.

*Generic drugs.* Once a drug's patent has expired, some plans provide more generous coverage for same-formula generic drugs than for brand-name drugs; the practice is adopted as a cost containment measure.

*Mail-order drugs.* As a cost containment measure, some plans use mail-order pharmacies that typically provide 3-month supplies of maintenance drugs.

*Formulary drugs.* List of drugs approved by the health care provider. Drugs not approved by the health care provider are nonformulary drugs for which enrollees receive limited or no reimbursement.

## **Dental Care**

Dental care plans provide services or payments for preventive and restorative care and related dental services.

*Preventive services.* Such services include routine exams and x rays.

*Restorative services.* These services include fillings, dental surgery, endodontics (root canal therapy), periodontics (treatment for gum disease), crowns, and prosthetics (replacement of missing teeth with bridgework or dentures).

*Orthodontia services.* Services for the correction of malpositioned teeth.

## **Vision Care**

Vision care plans provide coverage for eyeglasses, eye exams, and contact lenses. Coverage is typically limited and is subject to applicable copayments or scheduled cash allowances.

**Table 21. Medical care benefits: Fee arrangement and financial intermediary, all private industry workers, National Compensation Survey, 2002**

Fee arrangement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Indemnity .....	67	66	71	61	69	66	64	70	73	66
Self insured .....	30	29	33	22	32	29	24	34	41	28
With administrative services only contract .....	20	20	23	12	22	19	15	24	26	19
Without administrative services only contract .....	6	5	9	3	8	6	5	7	13	5
Not determinable .....	3	4	1	6	2	4	4	3	2	4
Insured .....	37	37	37	39	37	37	40	36	33	38
Combined financed .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Traditional indemnity .....	7	6	8	-	8	7	6	8	-	6
Self insured .....	3	2	4	-	3	3	2	4	-	2
With administrative services only contract .....	1	1	1	-	2	1	( <sup>1</sup> )	2	-	1
Without administrative services only contract .....	1	1	3	-	2	1	2	1	-	1
Not determinable .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )
Insured .....	4	4	4	-	5	4	4	4	-	4
Combined financed .....	-	-	-	-	-	-	-	-	-	-
Indemnity in and out of network .....	58	58	61	-	59	58	57	60	-	58
Self insured .....	26	26	29	19	28	26	22	30	31	26
With administrative services only contract .....	18	18	22	11	21	17	15	21	23	18
Without administrative services only contract .....	5	5	6	3	6	5	3	6	7	5
Not determinable .....	3	4	1	5	1	4	4	2	1	3
Insured .....	32	32	32	34	31	32	35	30	28	33
Combined financed .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Indemnity in and out of network without primary care physician .....	48	46	50	45	48	47	48	47	45	48
Self insured .....	22	21	25	15	23	21	19	24	25	21
With administrative services only contract .....	16	15	19	8	18	15	13	18	18	16
Without administrative services only contract .....	4	3	5	2	4	4	3	4	6	3
Not determinable .....	2	3	1	5	1	3	4	1	1	2
Insured .....	26	26	25	29	25	26	30	23	20	27
Combined financed .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )

See footnotes at end of table.

**Table 21. Medical care benefits: Fee arrangement and financial intermediary, all private industry workers, National Compensation Survey, 2002 — Continued**

Fee arrangement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Indemnity in and out of network with primary care physician .....	11	12	11	8	11	11	8	13	14	10
Self insured .....	5	5	4	3	5	5	3	6	6	4
With administrative services only contract ....	3	2	3	3	2	3	2	3	5	2
Without administrative services only contract ....	1	2	1	1	2	1	( <sup>1</sup> )	2	1	1
Not determinable .....	1	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )	1	( <sup>1</sup> )	1
Insured .....	6	6	7	5	6	6	5	7	8	6
Combined financed .....	-	-	-	-	-	-	-	-	-	-
Other <sup>2</sup> .....	2	2	1	1	2	2	1	2	3	2
Prepaid .....	33	34	29	39	31	34	36	30	27	34
Self insured .....	3	4	3	2	6	2	2	4	2	3
Insured .....	30	30	27	37	25	31	34	26	24	30
Combined financed .....	-	-	-	-	-	-	-	-	-	-
Prepaid in network only .....	22	23	19	25	19	23	24	21	16	23
Self insured .....	2	2	2	2	2	2	2	2	1	2
Insured .....	20	21	17	23	16	22	22	19	15	21
Combined financed .....	-	-	-	-	-	-	-	-	-	-
Prepaid in and out of network .....	11	11	11	14	12	10	13	10	11	11
Self insured .....	1	2	1	( <sup>1</sup> )	4	( <sup>1</sup> )	1	2	1	1
Insured .....	10	9	10	14	9	10	12	8	10	10
Combined financed .....	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> Includes exclusive provider organizations, which are groups of hospitals and physicians that contract to provide comprehensive medical services. Participants are required to obtain services from members of

the organization in order to receive plan benefits.

NOTE: Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 22. Medical care benefits: Participation and employer premiums per participant by requirements for employee contributions for medical care plans, single coverage, all private industry workers, National Compensation Survey, March 2003**

Characteristic	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average premium per participant	Percent of participating employees	Average premium per participant	Percent of participating employees	Average premium per participant	Average monthly employee contribution
Total .....	100	\$212.31	22	\$248.20	78	\$201.89	\$60.24
<b>Worker characteristics:</b>							
White-collar occupations .....	100	215.98	20	257.94	80	205.23	61.95
Blue-collar occupations .....	100	206.70	27	232.20	73	197.20	55.22
Full time .....	100	213.92	22	249.97	78	203.54	59.63
Union .....	100	227.29	41	250.63	59	210.95	49.40
Nonunion .....	100	210.30	20	247.53	80	201.00	61.31
Average wage less than \$15 per hour ...	100	204.07	21	234.06	79	195.93	62.92
Average wage \$15 per hour or higher ...	100	219.75	24	259.78	76	207.43	57.75
<b>Establishment characteristics:</b>							
Goods producing .....	100	205.90	22	228.01	78	199.50	50.87
Service producing .....	100	214.98	23	256.58	77	202.89	64.15
1-99 workers .....	100	214.33	28	258.86	72	196.60	66.63
100 workers or more .....	100	210.78	18	235.43	82	205.38	56.03
<b>Geographic areas:</b>							
Metropolitan areas .....	100	210.44	23	245.39	77	200.14	59.76
Nonmetropolitan areas .....	100	224.07	21	267.62	79	212.65	63.19
New England .....	100	213.65	19	-	81	200.01	65.79
Middle Atlantic .....	100	221.96	26	261.90	74	207.85	59.78
East North Central .....	100	213.65	22	245.62	78	204.61	60.88
West North Central .....	100	213.37	20	240.25	80	206.68	59.97
South Atlantic .....	100	200.31	16	236.29	84	193.41	63.61
East South Central .....	100	209.69	23	218.68	77	207.07	56.68
West South Central .....	100	210.49	21	248.41	79	200.16	60.89
Mountain .....	100	-	21	-	79	188.87	61.24
Pacific .....	100	222.32	32	258.44	68	205.58	52.75

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category

or data do not meet publication criteria.

**Table 23. Medical care benefits: Participation and employer premiums per participant by requirements for employee contribution for medical care plans, family coverage, all private industry workers, National Compensation Survey, March 2003**

Characteristic	Total		Employee contribution not required		Employee contribution required		
	Percent of participating employees	Average premium per participant	Percent of participating employees	Average premium per participant	Percent of participating employees	Average premium per participant	Average monthly employee contribution
Total .....	100	\$497.02	10	-	90	\$482.15	\$228.98
<b>Worker characteristics:</b>							
White-collar occupations .....	100	506.84	8	-	92	495.01	236.17
Blue-collar occupations .....	100	494.23	13	-	87	475.31	208.18
Full time .....	100	501.22	10	-	90	486.25	227.52
Union .....	100	507.44	31	-	69	475.62	174.60
Nonunion .....	100	495.63	7	-	93	482.80	234.35
Average wage less than \$15 per hour ...	100	478.75	8	-	92	465.00	238.41
Average wage \$15 per hour or higher ...	100	513.46	12	-	88	498.41	220.04
<b>Establishment characteristics:</b>							
Goods producing .....	100	520.17	13	-	87	494.09	190.81
Service producing .....	100	487.35	9	-	91	477.43	244.08
1-99 workers .....	100	459.96	13	-	87	434.24	263.24
100 workers or more .....	100	525.25	8	-	92	516.36	204.52
<b>Geographic areas:</b>							
Metropolitan areas .....	100	494.91	10	-	90	481.70	228.28
Nonmetropolitan areas .....	100	510.23	9	-	91	484.95	233.31
New England .....	100	518.86	8	-	92	509.71	220.59
Middle Atlantic .....	100	493.67	15	-	85	478.52	228.58
East North Central .....	100	522.46	15	-	85	489.18	217.30
West North Central .....	100	492.54	12	-	88	487.14	238.68
South Atlantic .....	100	484.27	4	-	96	482.89	246.54
East South Central .....	100	-	6	-	94	457.92	234.44
West South Central .....	100	471.98	5	-	95	474.42	243.63
Mountain .....	100	461.52	8	-	92	-	234.83
Pacific .....	100	-	11	-	89	492.91	202.79

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category

or data do not meet publication criteria.

**Table 24. Medical care benefits: Participation and average employer premiums per participant by employee monthly contribution for single coverage plans, all private industry workers, National Compensation Survey, March 2003**

Employee monthly contribution	Percent of participating workers	Average employer premium per participant
Total with contributory coverage .....	100	\$201.89
Employee flat monthly contribution .....	72	201.16
Less than \$5.00 .....	1	171.73
\$5.00-9.99 .....	2	181.89
\$10.00-14.99 .....	2	267.20
\$15.00-19.99 .....	2	197.26
\$20.00-29.99 .....	8	216.14
\$30.00-39.99 .....	10	209.61
\$40.00-49.99 .....	10	208.78
\$50.00-59.99 .....	9	193.88
\$60.00-69.99 .....	8	190.88
\$70.00-79.99 .....	6	215.98
\$80.00-89.99 .....	2	171.59
\$90.00-99.99 .....	3	179.96
\$100.00-124.99 .....	6	198.45
\$125 or more .....	4	167.60
Composite rate <sup>1</sup> .....	1	283.44
Varies <sup>2</sup> .....	4	193.41
Flexible benefits <sup>3</sup> .....	2	223.00
Percent of earnings .....	( <sup>4</sup> )	196.09
Exists, but unknown .....	18	201.21
Other .....	3	195.23

<sup>1</sup> A composite rate is a set contribution covering more than one benefit area, for example, health care and life insurance.

<sup>2</sup> Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

<sup>3</sup> Amount varies by options selected under a "cafeteria plan" or

employer-sponsored reimbursement account.

<sup>4</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 25. Medical care benefits: Participation and average employer premiums per participant by employee monthly contribution for family coverage plans, all private industry workers, National Compensation Survey, March 2003**

Employee monthly contribution	Percent of participating workers	Average employer premium per participant
Total with contributory coverage .....	100	\$482.15
Employee flat monthly contribution .....	72	482.20
Less than \$20.00 .....	1	469.41
\$20.00-29.99 .....	1	494.30
\$30.00-39.99 .....	1	493.22
\$40.00-49.99 .....	2	482.46
\$50.00-59.99 .....	2	602.94
\$60.00-69.99 .....	2	446.27
\$70.00-79.99 .....	1	583.42
\$80.00-89.99 .....	2	619.88
\$90.00-99.99 .....	2	440.77
\$100.00-124.99 .....	6	564.69
\$125.00-149.99 .....	5	572.78
\$150.00-174.99 .....	7	527.32
\$175.00-199.99 .....	6	633.61
\$200.00-224.99 .....	5	503.27
\$225.00-249.99 .....	4	517.01
\$250.00-274.99 .....	4	433.17
\$275.00-299.99 .....	2	423.84
\$300.00-324.99 .....	4	448.21
\$325.00-349.99 .....	2	360.64
\$350.00-374.99 .....	2	501.93
\$375.00-399.99 .....	2	293.91
\$400.00-424.99 .....	2	370.52
\$425.00-449.99 .....	1	388.47
\$450.00-474.99 .....	1	190.56
\$475.00-499.99 .....	1	227.64
\$500 or more .....	4	279.08
Composite rate <sup>1</sup> .....	1	658.98
Varies <sup>2</sup> .....	3	474.87
Flexible benefits <sup>3</sup> .....	2	628.56
Percent of earnings .....	( <sup>4</sup> )	498.77
Exists, but unknown .....	19	468.81
Other .....	3	441.57

<sup>1</sup> A composite rate is a set contribution covering more than one benefit area, for example, health care and life insurance.

<sup>2</sup> Based on worker attributes. For example, employee contributions may vary based on earnings, length of service, or age.

<sup>3</sup> Amount varies by options selected under a "cafeteria plan" or

employer-sponsored reimbursement account.

<sup>4</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

**Table 26. Medical care benefits: Eligibility requirements, all private industry workers, National Compensation Survey, March 2003**

Length of service requirement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Percent										
Total .....	100	100	100	100	100	100	100	100	100	100
With a service requirement .....	69	65	74	74	73	67	74	65	67	69
1 month .....	27	29	22	27	24	28	29	25	24	27
2 months .....	7	5	11	2	11	5	6	8	13	6
3 months .....	29	26	33	33	31	28	32	27	16	30
4 - 5 months .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	2	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	1	1	( <sup>1</sup> )
6 months .....	3	3	4	5	3	4	4	3	6	3
7 - 11 months .....	1	( <sup>1</sup> )	2	( <sup>1</sup> )	2	( <sup>1</sup> )	( <sup>1</sup> )	1	6	( <sup>1</sup> )
12 months .....	2	1	2	4	2	2	3	1	2	2
Without a service requirement .....	19	22	15	15	16	20	15	22	20	19
Not determinable .....	12	13	11	11	11	13	11	13	12	12
Average length of service requirement .....	2.5	2.3	2.7	3.0	2.6	2.5	2.6	2.4	2.9	2.5

<sup>1</sup> Less than 0.5 percent.

Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Table 27. Medical care benefits: Coverage for selected services, by type of plan, all private industry workers, National Compensation Survey, 2002**

Type of plan and service	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>All</b> .....	100	100	100	100	100	100	100	100	100	100
Hospital room and board .....	100	100	100	100	100	100	100	100	100	100
Inpatient surgery .....	96	96	97	95	98	95	96	96	99	96
Outpatient surgery <sup>1</sup> .....	97	96	97	97	98	96	96	97	99	96
Office physician visit .....	99	100	99	99	98	100	99	100	99	99
Extended care <sup>2</sup> .....	74	75	73	75	74	74	74	75	66	76
Home health care <sup>2</sup> .....	81	83	79	85	77	83	82	81	71	83
Inpatient hospice .....	70	71	67	72	65	72	69	70	64	71
Home hospice .....	24	24	25	25	27	23	25	24	20	25
Inpatient mental .....	93	93	93	89	94	92	92	93	94	93
Outpatient mental .....	92	93	91	91	91	92	90	93	92	92
Inpatient alcohol detoxification <sup>3</sup> .....	94	95	94	91	95	94	95	94	94	95
Inpatient alcohol rehabilitation <sup>4</sup> .....	83	84	82	82	85	82	83	84	82	83
Outpatient alcohol rehabilitation <sup>4</sup> .....	87	88	85	83	88	86	86	87	85	87
Inpatient drug detoxification <sup>3</sup> .....	94	95	94	91	95	94	94	95	94	95
Inpatient drug rehabilitation <sup>3</sup> .....	83	84	82	83	85	83	82	84	82	83
Outpatient drug rehabilitation <sup>4</sup> .....	87	88	85	84	88	86	86	87	85	87
Hearing care <sup>5</sup> .....	27	27	26	29	29	26	27	27	25	27
Adult physical exams .....	65	67	62	61	61	67	68	62	53	66
Well baby care .....	76	76	74	83	71	78	80	72	71	76
Adult immunization and inoculation .....	52	54	48	53	50	53	57	49	41	54
<b>Indemnity</b> .....	100	100	100	100	100	100	100	100	100	100
Hospital room and board .....	100	100	100	100	100	100	100	100	100	100
Inpatient surgery .....	97	97	97	95	97	96	95	98	99	96
Outpatient surgery <sup>1</sup> .....	97	97	97	95	97	96	96	97	99	96
Office physician visit .....	99	99	98	99	97	100	98	99	98	99
Extended care <sup>2</sup> .....	76	78	75	72	77	76	75	78	67	78
Home health care <sup>2</sup> .....	80	82	76	79	76	82	81	79	67	82
Inpatient hospice .....	75	78	72	72	69	78	77	75	65	77
Home hospice .....	25	25	26	21	31	22	27	23	21	25
Inpatient mental .....	93	94	93	87	93	93	92	94	95	93
Outpatient mental .....	91	92	89	87	90	91	89	92	91	91
Inpatient alcohol detoxification <sup>3</sup> .....	93	94	92	86	94	92	92	93	92	93
Inpatient alcohol rehabilitation <sup>4</sup> .....	86	86	86	79	88	85	87	85	85	86
Outpatient alcohol rehabilitation <sup>4</sup> .....	87	88	86	81	88	86	88	86	86	87
Inpatient drug detoxification <sup>3</sup> .....	93	94	92	86	94	92	92	93	92	93
Inpatient drug rehabilitation <sup>3</sup> .....	86	87	87	80	88	85	86	86	85	86
Outpatient drug rehabilitation <sup>4</sup> .....	87	88	86	82	88	86	87	86	86	87
Hearing care <sup>5</sup> .....	14	14	15	10	20	11	10	16	16	13
Adult physical exams .....	59	63	55	46	54	61	63	56	44	61
Well baby care .....	72	72	69	75	69	73	78	67	67	72
Adult immunization and inoculation .....	45	49	42	36	46	45	50	42	33	47

See footnotes at end of table.

**Table 27. Medical care benefits: Coverage for selected services, by type of plan, all private industry workers, National Compensation Survey, 2002 — Continued**

Type of plan and service	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Prepaid</b> .....	100	100	100	100	100	100	100	100	100	100
Hospital room and board .....	100	100	100	100	100	100	100	99	100	100
Inpatient surgery .....	95	95	97	94	100	94	97	93	99	95
Outpatient surgery <sup>1</sup> .....	96	95	98	100	98	96	98	95	99	96
Office physician visit .....	100	100	100	100	100	100	100	100	100	100
Extended care <sup>2</sup> .....	70	69	70	78	70	70	72	68	63	71
Home health care <sup>2</sup> .....	85	83	85	95	80	87	83	86	84	85
Inpatient hospice .....	59	58	57	71	55	61	57	61	60	59
Home hospice .....	23	21	23	32	18	25	21	25	16	24
Inpatient mental .....	92	92	92	92	94	91	92	92	93	92
Outpatient mental .....	95	94	94	99	93	95	92	97	93	95
Inpatient alcohol detoxification <sup>3</sup> .....	98	98	98	100	99	98	99	98	99	98
Inpatient alcohol rehabilitation <sup>4</sup> .....	78	79	73	87	80	77	77	79	76	78
Outpatient alcohol rehabilitation <sup>4</sup> .....	87	87	84	88	88	86	83	89	82	87
Inpatient drug detoxification <sup>3</sup> .....	98	98	98	100	99	98	99	98	99	98
Inpatient drug rehabilitation <sup>3</sup> .....	78	79	71	87	78	77	75	80	76	78
Outpatient drug rehabilitation <sup>4</sup> .....	86	87	84	88	87	86	83	89	83	87
Hearing care <sup>5</sup> .....	54	52	54	61	48	56	57	52	51	54
Adult physical exams .....	78	75	80	85	76	79	79	77	79	78
Well baby care .....	84	82	86	94	75	88	85	84	85	84
Adult immunization and inoculation .....	66	64	65	80	58	69	69	64	61	67

<sup>1</sup> Charges incurred in the outpatient department of a hospital and outside the hospital.

<sup>2</sup> Some plans provide this care only to a patient who was previously hospitalized and is recovering without need of the extensive care provided by a general hospital.

<sup>3</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance abuse.

<sup>4</sup> Rehabilitation is designed to alter abusive behavior in patients once they are free of acute physical and mental complications.

<sup>5</sup> Plans provide, as a minimum, coverage for hearing examination expenses.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 28. Indemnity plans: Coverage for selected services, all private industry workers, National Compensation Survey, 2002**

Category of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Hospital room and board</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	6	6	6	6	8	5	6	6	13	5
Subject to internal limits only <sup>1</sup> ...	9	12	5	9	5	11	10	9	10	9
Subject to internal and overall limits .....	15	13	18	13	13	15	12	16	19	14
Subject to overall limits only <sup>2</sup> ....	70	69	71	72	74	68	72	69	58	72
Types of internal limits										
Dollar deductible .....	16	17	13	18	10	18	14	17	15	16
Dollar limits .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	1	( <sup>3</sup> )
Separate coinsurance .....	6	7	7	2	7	6	5	7	10	6
Other limit .....	2	1	1	5	( <sup>3</sup> )	2	3	1	2	1
Limits not determinable .....	1	1	1	-	-	1	2	-	-	1
<b>Inpatient surgery</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	11	12	10	10	12	11	9	13	23	10
Subject to internal limits only <sup>1</sup> ...	5	7	3	3	3	6	7	4	2	6
Subject to internal and overall limits .....	4	4	6	3	6	4	2	6	11	3
Subject to overall limits only <sup>2</sup> ....	79	77	81	84	79	79	82	77	64	81
Types of internal limits										
Dollar limits .....	1	1	3	( <sup>3</sup> )	3	1	( <sup>3</sup> )	2	2	1
Separate coinsurance .....	4	5	3	3	4	4	5	4	4	4
Other limit .....	4	5	3	2	2	5	4	4	6	4
Limits not determinable .....	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )
<b>Outpatient surgery<sup>4</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	9	10	8	7	11	8	7	11	17	8
Subject to internal limits only <sup>1</sup> ...	9	11	7	10	5	11	14	7	9	9
Subject to internal and overall limits .....	12	11	15	5	13	11	9	13	15	11
Subject to overall limits only <sup>2</sup> ....	70	68	71	78	71	70	71	69	59	72
Types of internal limits										
Dollar limits .....	1	1	2	( <sup>3</sup> )	3	( <sup>3</sup> )	( <sup>3</sup> )	2	2	1
Separate coinsurance .....	6	6	5	4	3	7	7	5	7	6
Deductible per surgery .....	12	13	13	8	11	13	14	11	10	13
Other limit .....	2	2	2	4	2	3	2	3	6	2
Limits not determinable .....	-	-	-	-	-	-	-	-	-	-
<b>Office physician visits</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	1	1	1	( <sup>3</sup> )	1	1	1	1	1	1
Subject to internal limits only <sup>1</sup> ...	31	35	22	34	19	36	34	29	28	31
Subject to internal limits plus overall limits .....	40	38	44	36	47	37	44	37	24	42
Subject to overall limits only <sup>2</sup> ....	29	26	34	30	33	27	22	34	46	27

<sup>1</sup> Internal limits apply to individual categories of care; e.g., internal limits or benefits for hospitalization. Limits may be set in terms of dollar or day ceilings on benefits, a requirement that the participant pay a percentage of costs (coinsurance), or a requirement that the participant pay a specific amount (deductible or copayment) before reimbursement begins or services are rendered.

<sup>2</sup> Overall limits apply to all benefits under the plan, not selected individual benefits. Overall limits are deductibles and coinsurance percentages that must be paid by the participant before any plan benefits begin, and overall limits on

plan benefits that can be paid.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Charges incurred in the outpatient department of a hospital and outside the hospital.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 29. Indemnity plans: Summary of selected features in and outside of network, all private industry workers, National Compensation Survey, 2002**

Types of in-network incentives	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue-collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Service subject to in-network incentive										
Hospital room and board ...	92	94	89	87	89	93	91	92	81	93
Surgery .....	88	89	87	83	88	88	86	89	80	89
Office visit .....	92	95	90	89	91	93	92	92	81	94
Outpatient prescription drugs .....	35	37	34	21	29	37	29	39	34	35
Not determinable .....	4	3	6	5	5	4	3	5	14	3
Type of in-network incentive										
Coinsurance rate differs <sup>1</sup> ..	85	88	81	82	81	86	88	82	67	87
Lower annual deductible <sup>2</sup> ..	40	45	37	24	35	43	43	39	34	41

<sup>1</sup> The coinsurance rate is higher if services are received from an approved provider. For example, in-network physician office visit had a 90 percent coinsurance payment while out-network had a 80 percent payment.

<sup>2</sup> The deductible is lower if services are received from an approved provider. For example, the individual in-network annual deductible requirement is \$100 while the out-network requirement is \$500.

NOTE: Sum of individual items is greater than the total because some participants were in plans with more than one type of limit. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 30. Indemnity plans: Average for overall limits, all private industry workers, National Compensation Survey, 2002**

Characteristic	Annual deductible <sup>1</sup>		Annual out-of-pocket expense maximum <sup>2</sup>		Lifetime maximum <sup>3</sup>
	Individual	Family	Individual	Family	
All employees .....	\$344	\$848	\$1,688	\$3,571	\$1,822,587
<b>Worker characteristics:</b>					
White-collar occupations .....	344	874	1,656	3,600	1,987,806
Blue-collar occupations .....	334	765	1,701	3,504	1,609,139
Service occupations .....	380	969	1,840	3,654	1,672,351
Full time .....	344	844	1,691	3,549	1,830,714
Part time .....	341	926	1,612	4,032	1,677,132
Union .....	230	549	1,438	2,981	1,327,112
Nonunion .....	358	886	1,717	3,630	1,888,993
Average wage less than \$15 per hour ...	361	904	1,689	3,437	1,796,308
Average wage \$15 per hour or higher ...	325	789	1,686	3,710	1,849,721
<b>Establishment characteristics:</b>					
Goods producing .....	336	772	1,558	3,334	1,658,377
Service producing .....	347	880	1,748	3,685	1,899,839
1-99 workers .....	416	1035	1,735	3,800	2,170,932
100 workers or more .....	295	728	1,655	3,423	1,602,937
<b>Geographic areas:</b>					
Metropolitan areas .....	342	855	1,692	3,600	1,835,424
Nonmetropolitan areas .....	352	817	1,667	3,437	1,758,422
New England .....	341	837	1,678	3,336	1,938,932
Middle Atlantic .....	318	776	1,396	2,978	1,856,044
East North Central .....	306	723	1,530	2,900	1,949,642
West North Central .....	275	659	1,411	3,155	1,831,098
South Atlantic .....	394	975	1,852	3,935	1,790,260
East South Central .....	307	787	1,669	3,389	1,587,239
West South Central .....	375	927	1,895	4,134	1,795,356
Mountain .....	440	1080	2,015	4,435	1,863,254
Pacific .....	337	881	1,752	4,124	1,787,413

<sup>1</sup> The deductible is the amount of covered expenses that an individual or family must pay before any charges are paid by the medical care plan. Deductibles that apply separately to a specific category of expense, such as a deductible for each hospital admission, were excluded from this tabulation.

<sup>2</sup> The out-of-pocket expense maximum is the amount an individual or family must pay before the plan will pay 100 percent of additional charges. Deductible amounts were excluded from computation of the out-of-pocket dollar limits. Usually, out-of-pocket limits

were specified on an annual basis. Charges for certain services, such as mental health care, may not be counted toward the out-of-pocket maximum.

<sup>3</sup> The maximum is the total amount of expenses that the plan will pay. Maximum described is for each insured person. Where the maximum differed for employees and dependents, the employee maximum was tabulated.

NOTE: Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 31. Indemnity plans: Amount of individual deductible,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Fee arrangement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Indemnity</b>										
Percent										
Total .....	100	100	100	100	100	100	100	100	100	100
Deductible specified .....	69	66	71	78	65	71	70	69	60	70
Flat dollar amount .....	68	66	70	78	64	70	68	68	58	69
Less than \$200 .....	13	11	16	11	15	12	11	14	22	11
\$200 .....	13	12	12	18	10	14	8	16	16	12
\$201-249 .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
\$250 .....	13	13	13	11	10	14	11	14	7	14
\$251-299 .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
\$300 .....	10	11	7	10	9	10	10	10	7	10
Over \$300 .....	20	18	21	29	21	20	30	14	6	22
Other .....	1	1	2	( <sup>2</sup> )	1	1	1	1	2	1
No deductible .....	30	33	28	22	35	28	29	31	40	29
Not determinable .....	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	1	1	( <sup>2</sup> )	( <sup>2</sup> )	1
Average annual deductible individual .....	\$344	\$344	\$334	\$380	\$336	\$347	\$416	\$295	\$230	\$358
Average annual deductible family .....	848	874	765	969	772	880	1,035	728	549	886
<b>Traditional Indemnity</b>										
Percent										
Total .....	100	100	100	-	100	100	100	100	-	100
Deductible specified .....	93	90	98	-	94	93	99	90	-	93
Flat dollar amount .....	93	90	98	-	94	93	99	90	-	93
Less than \$200 .....	32	23	49	-	38	29	26	35	-	24
\$200 .....	4	3	1	-	2	5	1	6	-	3
\$201-249 .....	( <sup>2</sup> )	1	( <sup>2</sup> )	-	1	-	-	1	-	1
\$250 .....	13	19	3	-	1	19	7	16	-	16
\$251-299 .....	-	-	-	-	-	-	-	-	-	-
\$300 .....	14	14	17	-	22	10	12	15	-	15
Over \$300 .....	30	30	27	-	30	29	54	15	-	34
Other .....	-	-	-	-	-	-	-	-	-	-
No deductible .....	5	6	2	-	6	4	-	7	-	5
Not determinable .....	2	4	( <sup>2</sup> )	-	-	3	1	3	-	2
Average annual deductible individual .....	\$358	\$393	\$300	-	\$344	\$365	\$494	\$270	-	\$399
Average annual deductible family .....	801	898	645	-	715	854	1,188	599	-	888

See footnotes at end of table.

**Table 31. Indemnity plans: Amount of individual deductible,<sup>1</sup> all private industry workers, National Compensation Survey, 2002 — Continued**

Fee arrangement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Indemnity in and outside network without primary care physician</b>										
Percent										
Total .....	100	100	100	100	100	100	100	100	100	100
Deductible specified .....	73	72	73	80	66	76	72	73	65	74
Flat dollar amount .....	71	71	71	80	65	74	71	72	62	73
Less than \$200 .....	11	10	13	10	13	10	10	12	19	10
\$200 .....	14	14	14	19	12	15	9	18	23	13
\$201-249 .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
\$250 .....	14	14	15	11	10	15	11	16	8	15
\$251-299 .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
\$300 .....	10	12	6	12	8	11	11	10	6	11
Over \$300 .....	22	20	22	28	21	22	29	16	7	24
Other .....	1	1	2	( <sup>2</sup> )	1	2	1	1	2	1
No deductible .....	26	28	26	20	33	23	26	26	35	25
Not determinable .....	1	1	1	-	( <sup>2</sup> )	1	1	( <sup>2</sup> )	( <sup>2</sup> )	1
Average annual deductible individual .....	\$350	\$346	\$349	\$379	\$338	\$355	\$407	\$308	\$243	\$362
Average annual deductible family .....	880	898	807	998	785	915	1,011	783	566	916
<b>Indemnity in and outside network with primary care physician</b>										
Percent										
Total .....	100	100	100	-	100	100	100	100	-	100
Deductible specified .....	39	34	42	-	43	37	33	41	-	42
Flat dollar amount .....	38	34	42	-	43	37	33	41	-	42
Less than \$200 .....	7	6	7	-	6	7	-	10	-	8
\$200 .....	9	9	9	-	7	10	4	11	-	10
\$201-249 .....	-	-	-	-	-	-	-	-	-	-
\$250 .....	9	6	15	-	12	7	15	6	-	9
\$251-299 .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	1	-	1	-	( <sup>2</sup> )
\$300 .....	6	6	6	-	6	6	-	9	-	6
Over \$300 .....	7	7	4	-	11	6	14	4	-	9
Other .....	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )
No deductible .....	61	66	58	-	57	63	67	59	-	58
Not determinable .....	-	-	-	-	-	-	-	-	-	-
Average annual deductible individual .....	\$273	\$273	\$251	-	\$291	\$264	\$357	\$243	-	\$273
Average annual deductible family .....	651	669	582	-	699	626	1,004	560	-	649

<sup>1</sup> The deductible is the amount of covered expenses that an individual or family must pay before any charges are paid by the medical care plan. Deductibles that apply separately to a specific category of expense, such as a deductible for each hospital admission, were excluded from this tabulation.

<sup>2</sup> Less than 0.5 percent.

NOTE: Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 32. Indemnity plans: Individual deductible<sup>1</sup> difference between in-network and outside of network coverage, all private industry workers, National Compensation Survey, 2002**

Deductible comparison in and outside of network	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Indemnity in and outside network without primary care physician</b>										
Percent										
Total .....	100	100	100	100	100	100	100	100	100	100
Difference in deductible amounts between in and outside of network .....	37	41	34	23	33	39	40	34	22	39
Less than \$200 .....	4	4	5	3	3	5	6	3	4	4
\$200-399 .....	22	24	20	12	21	22	24	19	14	22
\$400 or more .....	11	13	8	8	9	12	9	12	3	12
Amount not determinable ...	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )
Overall deductible does not differ in and outside of network .....	63	59	65	77	67	61	59	65	78	61
Not determinable .....	1	1	1	-	( <sup>2</sup> )	1	1	( <sup>2</sup> )	( <sup>2</sup> )	1
Average difference between in and outside network .....	\$384	\$376	\$393	\$407	\$366	\$390	\$409	\$361	\$327	\$388
<b>Indemnity in and outside network with primary care physician</b>										
Percent										
Total .....	100	100	100	-	100	100	100	100	-	100
Difference in deductible amounts between in and outside of network .....	60	66	54	-	46	66	64	58	-	57
Less than \$200 .....	3	1	6	-	6	2	( <sup>2</sup> )	4	-	3
\$200 - 399 .....	32	36	32	-	27	34	34	31	-	28
\$400 or more .....	20	24	15	-	11	24	21	20	-	21
Amount not determinable ...	4	6	1	-	2	6	8	3	-	5
Overall deductible does not differ between in and outside of network .....	40	34	46	-	54	34	36	42	-	43
Not determinable .....	-	-	-	-	-	-	-	-	-	-
Average difference between in and outside network .....	\$364	\$373	\$326	-	\$313	\$380	\$383	\$355	-	\$372

<sup>1</sup> The deductible is the amount of covered expenses that an individual or family must pay before any charges are paid by the medical care plan. Deductibles that apply separately to a specific category of expense, such as a deductible for each hospital admission, were excluded from this tabulation.

<sup>2</sup> Less than 0.5 percent.

NOTE: Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 33. Indemnity plans: Relationship of individual and family deductible, all private industry workers, National Compensation Survey, 2002**

Relationship of individual and family deductibles	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Indemnity</b>										
Percent										
Total .....	100	100	100	100	100	100	100	100	100	100
Individual and family deductible specified .....	64	63	64	71	62	65	64	64	53	66
Family deductible is multiple of individual deductible .....	59	59	55	69	55	60	57	60	51	60
Average multiple .....	2.50	2.56	2.38	2.55	2.31	2.57	2.52	2.48	2.32	2.52
Specified number of individual deductibles must be met to satisfy family deductible .....	5	4	9	2	7	5	7	4	1	6
Average number of individuals .....	2.70	2.86	2.58	2.91	2.38	2.91	2.65	2.75	2.54	2.70
No deductible or no family deductible .....	35	36	35	29	37	34	34	36	47	34
Not determinable .....	1	1	1	( <sup>1</sup> )	( <sup>1</sup> )	1	1	( <sup>1</sup> )	( <sup>1</sup> )	1

<sup>1</sup> Less than 0.5 percent.

NOTE: Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 34. Indemnity plans: Coinsurance rates, all private industry workers, National Compensation Survey, 2002**

Coinsurance amount	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Indemnity</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
With coinsurance <sup>1</sup> .....	80	76	85	87	82	79	82	78	76	81
Coinsurance rate <sup>2</sup>										
80 percent .....	42	37	46	55	44	41	43	40	43	41
85 percent .....	2	1	3	2	3	1	1	3	5	2
90 percent .....	32	35	29	25	30	33	33	31	24	33
Other percent .....	4	2	6	4	4	3	4	3	4	4
Amounts not determinable .....	1	( <sup>3</sup> )	1	1	1	1	1	( <sup>3</sup> )	-	1
Other .....	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	-	1	-	1
Without coinsurance <sup>4</sup> .....	20	24	15	13	18	21	18	22	24	19
<b>Traditional indemnity</b>										
Total .....	100	100	100	-	100	100	100	100	-	100
With coinsurance <sup>1</sup> .....	99	99	99	-	99	99	100	99	-	99
Coinsurance rate <sup>2</sup>										
80 percent .....	76	74	81	-	82	73	77	76	-	73
85 percent .....	( <sup>3</sup> )	-	1	-	-	( <sup>3</sup> )	-	1	-	-
90 percent .....	9	11	3	-	9	9	( <sup>3</sup> )	14	-	10
Other percent .....	14	14	15	-	8	17	23	9	-	16
Other .....	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )
Without coinsurance <sup>4</sup> .....	1	1	1	-	1	1	-	1	-	1
<b>Indemnity in and outside network without primary care physician</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
With coinsurance <sup>1</sup> .....	85	82	87	89	84	85	86	83	78	85
Coinsurance rate <sup>2</sup>										
80 percent .....	42	38	45	60	43	42	44	41	38	42
85 percent .....	2	1	3	1	3	1	1	3	5	1
90 percent .....	38	42	34	25	34	39	39	37	32	39
Other percent .....	2	1	5	3	4	2	2	3	3	2
Amounts not determinable .....	1	( <sup>3</sup> )	1	-	( <sup>3</sup> )	1	1	( <sup>3</sup> )	-	1
Without coinsurance <sup>4</sup> .....	15	18	13	11	16	15	14	17	22	15
<b>Indemnity in and outside network with primary care physician</b>										
Total .....	100	100	100	-	100	100	100	100	-	100
With coinsurance <sup>1</sup> .....	48	38	63	-	67	40	46	49	-	47
Coinsurance rate <sup>2</sup>										
80 percent .....	19	14	28	-	24	17	15	21	-	18
85 percent .....	4	2	7	-	5	3	-	6	-	4

See footnotes at end of table.

**Table 34. Indemnity plans: Coinsurance rates, all private industry workers, National Compensation Survey, 2002 — Continued**

Coinsurance amount	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Indemnity in and outside network with primary care physician</b>										
Total										
With coinsurance <sup>1</sup>										
Coinsurance rate <sup>2</sup>										
90 percent .....	18	16	20	-	24	15	23	16	-	19
Other percent .....	2	2	3	-	-	3	4	1	-	1
Amounts not determinable .....	2	( <sup>3</sup> )	4	-	5	( <sup>3</sup> )	4	( <sup>3</sup> )	-	2
Other .....	3	4	1	-	9	-	-	4	-	3
Without coinsurance <sup>4</sup> .....	52	62	37	-	33	60	54	51	-	53

<sup>1</sup> Represents the initial coinsurance in plans that have 100 percent coverage after the individual pays a specified dollar amount toward expenses. For example, the plan pays 80 percent until the individual's out-of-pocket expenses reach \$1,000, and then coverage is at 100 percent.

<sup>2</sup> A few plans have more than one coinsurance rate. In those cases, the coinsurance rate shown is that which applies to the majority of benefits under the plan. Includes variable coinsurance rates not shown separately.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Includes plans with overall benefit limitations, such as maximum dollar amounts and deductibles, where the coinsurance rate is 100 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 35. Indemnity plans: Coinsurance rate difference between in-network and outside of network coverage, all private industry workers, National Compensation Survey, 2002**

Coinsurance rate comparison	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Indemnity in and outside network without primary care physician</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Difference in coinsurance amounts between in and outside of network ....	86	89	81	83	83	87	89	83	61	89
10 percent .....	14	14	14	17	17	13	19	11	14	14
11 - 19 percent .....	3	2	4	1	5	2	1	4	5	2
20 percent .....	49	52	46	45	46	51	53	47	29	52
More than 20 percent .....	19	20	16	20	14	21	16	21	14	19
Amounts not determinable .....	1	( <sup>1</sup> )	1	-	( <sup>1</sup> )	1	1	( <sup>1</sup> )	-	1
Overall coinsurance rates does not differ between in and outside of network .....	14	11	19	17	17	13	11	17	39	11
Average difference between in and outside of network .....	21.0	21.4	20.3	20.6	20.0	21.4	19.9	21.9	19.8	21.1
<b>Indemnity in and outside network with primary care physician<sup>2</sup></b>										
Total .....	100	100	100	-	100	100	100	100	-	100
Difference in coinsurance amounts between in and outside of network <sup>3</sup> ...	86	87	87	-	81	89	91	84	-	86
10 percent .....	6	1	18	-	17	2	7	6	-	6
11 - 19 percent .....	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )
20 percent .....	40	40	43	-	46	37	52	35	-	37
More than 20 percent .....	35	42	21	-	11	46	20	42	-	38
Amounts not determinable .....	5	4	5	-	6	4	13	1	-	6
Overall coinsurance rates does not differ between in and outside of network .....	14	13	13	-	19	11	9	16	-	14
Average difference between in and outside of network .....	25.1	26.9	20.2	-	19.3	27.2	21.7	26.5	-	25.9

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> A provision in medical care plans that designates certain physicians and hospitals as network providers. Services sought from health care providers who do not belong to the network are reimbursed at a lower rate than applicable to network providers.

<sup>3</sup> The coinsurance rate is higher if services are received from an approved

provider. For example, in-network physician office visit had a 90 percent coinsurance payment while out-network had a 80 percent payment.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 36. Indemnity plans: Maximum out-of-pocket expense provisions, all private industry workers, National Compensation Survey, 2002**

Type and amount of out-of-pocket expense provision	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Percent										
Total .....	100	100	100	100	100	100	100	100	100	100
With limit on out-of-pocket expense .....	81	80	82	81	84	79	81	80	68	83
With an annual dollar maximum on out-of-pocket expense <sup>1</sup> .....	79	78	80	78	81	78	79	78	64	81
Per individual:										
Less than \$500 .....	3	4	3	( <sup>2</sup> )	3	3	5	2	1	4
\$500 .....	7	6	9	4	9	6	8	6	10	6
\$501 - \$999 .....	7	7	8	6	11	6	6	8	9	7
\$1,000 .....	16	15	17	20	16	16	12	19	11	17
\$1,001 - \$1,499 .....	7	7	6	6	6	7	5	8	9	7
\$1500 .....	5	6	4	4	5	6	5	6	5	5
\$1,501 - \$1,999 .....	5	4	6	5	6	5	7	3	2	5
\$2,000 .....	11	13	8	15	9	12	13	10	7	12
\$2,001 or greater .....	17	16	18	19	17	17	18	16	10	18
Per family:										
Less than \$1,000 .....	3	4	2	( <sup>2</sup> )	2	3	4	2	2	3
\$1,000 .....	6	5	7	5	6	5	7	5	7	5
\$1,001 - \$1,999 .....	6	6	6	5	9	5	4	7	9	6
\$2,000 .....	9	9	9	8	11	8	6	11	4	10
\$2,001 - \$2,999 .....	5	5	5	2	6	4	4	6	4	5
\$3,000 .....	7	7	7	6	6	8	8	6	4	8
\$3,001 or greater .....	29	30	27	28	27	30	30	28	16	31
No family maximum .....	11	10	11	22	10	12	12	11	18	10
Family maximum cannot be computed <sup>3</sup> .....	3	2	5	1	3	3	5	2	1	3
Annual maximum on out-of-pocket expense based on earnings .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )
Annual maximum on out-of-pocket expense varies by coinsurance rate <sup>4</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	( <sup>2</sup> )	1	1	( <sup>2</sup> )	-	( <sup>2</sup> )
Other .....	1	1	2	1	2	1	1	2	4	1
No out-of-pocket expense required <sup>5</sup> .....	15	17	12	9	12	16	13	15	22	13
No limit on out-of-pocket expenses .....	1	1	2	1	1	2	2	1	3	1
Not determinable .....	4	2	4	10	3	4	5	3	8	3

See footnotes at end of table.

**Table 36. Indemnity plans: Maximum out-of-pocket expense provisions, all private industry workers, National Compensation Survey, 2002 — Continued**

Type and amount of out-of-pocket expense provision	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Average annual dollar maximum on individual out-of-pocket expenses .....	\$1,688	\$1,656	\$1,701	\$1,840	\$1,558	\$1,748	\$1,735	\$1,655	\$1,438	\$1,717
Average annual dollar maximum on family out-of-pocket expenses .....	3,571	3,600	3,504	3,654	3,334	3,685	3,800	3,423	2,981	3,630

<sup>1</sup> Deductible amounts were excluded from computation of the out-of-pocket dollar limits. With rare exceptions, an out-of-pocket limit was specified on an annual basis. Few workers were in plans where the expense limit applied to a disability or a period other than a year. Charges for certain services, such as mental health care, may not be counted toward the out-of-pocket maximum.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> These are plans where a family maximum is stated in such a way that it cannot be computed. For example, the individual out-of-pocket expense is limited to \$1,000 per year, and the family out-of-pocket expense is limited to three individuals. The family out-of-pocket expense cannot be computed because each of the three individuals must separately reach an out-of-pocket limit of \$1,000. Thus, if two individuals each reach \$1,000 in their out-of-pocket expenses, and two other

family members reach \$900 and \$800 respectively in out-of-pocket expenses, the family out-of-pocket limit would not have been met. A family dollar maximum cannot be computed in this example.

<sup>4</sup> Some plans reimburse medical expenses at more than one coinsurance rate. They impose a limit on out-of-pocket expenses by specifying a maximum on covered medical expenses beyond which all expenses are paid at 100 percent.

<sup>5</sup> All covered expenses are paid at 100 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 37. Indemnity plans: Maximum out-of-pocket expense provisions for traditional plans, all private industry workers, National Compensation Survey, 2002**

Type and amount of out-of-pocket expense provision	All workers	Occupational group		Industry		Establishment size		Non-union
		White collar	Blue collar	Goods producing	Service producing	1-99 workers	100 workers or more	
Total .....	100	100	100	100	100	100	100	100
With limit on out-of-pocket expense .....	92	92	92	98	89	95	90	93
With an annual dollar maximum on out-of-pocket expense <sup>1</sup> .....	86	89	81	84	87	94	81	91
Per individual:								
Less than \$500 .....	2	4	( <sup>2</sup> )	1	3	1	3	3
\$500 .....	6	7	5	-	9	13	2	5
\$501 - \$999 .....	8	4	14	21	2	( <sup>2</sup> )	13	7
\$1,000 .....	13	14	10	10	15	19	10	15
\$1,001 - \$1,499 .....	7	8	8	2	10	8	7	9
\$1,500 .....	3	4	1	-	4	5	2	4
\$1,501 - \$1,999 .....	4	3	6	-	5	10	( <sup>2</sup> )	4
\$2,000 .....	22	27	10	15	25	11	28	24
\$2,001 or greater .....	20	18	27	35	13	27	16	21
Per family:								
Less than \$1,000 .....	2	4	( <sup>2</sup> )	1	3	1	3	3
\$1,000 .....	4	4	3	-	6	7	2	5
\$1,001 - \$1,999 .....	8	5	13	20	2	2	11	6
\$2,000 .....	7	7	5	11	6	12	5	9
\$2,001 - \$2,999 .....	6	9	4	7	5	6	6	7
\$3,000 .....	7	7	7	-	10	15	2	7
\$3,001 or greater .....	31	34	32	37	28	21	36	36
No family maximum .....	21	20	17	8	28	29	17	18
Family maximum cannot be computed <sup>3</sup> .....	-	-	-	-	-	-	-	-
Annual maximum on out-of-pocket expense based on earnings .....	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )
Annual maximum on out-of-pocket expense varies by coinsurance rate <sup>4</sup> .....	( <sup>2</sup> )	1	-	-	1	1	-	( <sup>2</sup> )
Other .....	6	2	11	14	2	-	9	2
No out-of-pocket expense required <sup>5</sup> .....	1	1	1	1	1	-	1	1
No limit on out-of-pocket-expenses .....	2	1	5	1	3	-	4	1
Not determinable .....	5	6	2	-	7	5	5	6
Average annual dollar maximum on individual out-of-pocket expenses .....	\$1,762	\$1,691	\$1,944	\$2,109	\$1,602	\$1,903	\$1,667	\$1,793
Average annual dollar maximum on family out-of-pocket expenses .....	\$3,542	\$3,377	\$3,915	\$3,901	\$3,322	\$3,705	\$3,446	\$3,614

<sup>1</sup> Deductible amounts were excluded from computation of the out-of-pocket dollar limits. With rare exceptions, an out-of-pocket limit was specified on an annual basis. Few workers were in plans where the expense limit applied to a disability or a period other than a year. Charges for certain services, such as mental health care, may not be counted toward the out-of-pocket maximum.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> These are plans where a family maximum is stated in such a way that it cannot be computed. For example, the individual out-of-pocket expense is limited to \$1,000 per year, and the family out-of-pocket expense is limited to three individuals. The family out-of-pocket expense cannot be computed because each of the three individuals must separately reach an out-of-pocket limit of \$1,000. Thus, if two individuals

each reach \$1,000 in their out-of-pocket expenses, and two other family members reach \$900 and \$800 respectively in out-of-pocket expenses, the family out-of-pocket limit would not have been met. A family dollar maximum cannot be computed in this example.

<sup>4</sup> Some plans reimburse medical expenses at more than one coinsurance rate. They impose a limit on out-of-pocket expenses by specifying a maximum on covered medical expenses beyond which all expenses are paid at 100 percent.

<sup>5</sup> All covered expenses are paid at 100 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 38. Indemnity plans in and outside of network: Maximum out-of-pocket expense provisions, all private industry workers, National Compensation Survey, 2002**

Type and amount of out-of-pocket expense provision	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue-collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With limit on out-of-pocket expense .....	80	79	81	80	83	79	80	80	65	82
With an annual dollar maximum on out-of-pocket expense <sup>1</sup> .....	78	78	80	77	82	77	78	79	65	80
Per individual:										
Less than \$500 .....	4	4	4	1	4	3	6	2	2	4
\$500 .....	6	5	9	4	10	5	8	6	10	6
\$501 - \$999 .....	7	7	8	5	10	6	6	8	8	7
\$1,000 .....	17	16	18	19	17	16	12	20	12	17
\$1,001 - \$1,499 .....	7	7	6	6	6	7	5	8	10	6
\$1,500 .....	6	6	5	3	5	6	5	6	5	6
\$1,501 - \$1,999 .....	5	5	6	6	6	5	7	4	2	6
\$2,000 .....	10	12	8	12	9	11	13	9	7	11
\$2,001 or greater .....	17	16	17	21	14	18	17	16	10	18
Per family:										
Less than \$1,000 .....	3	4	2	1	2	3	5	2	2	3
\$1,000 .....	6	4	8	5	7	5	7	5	8	5
\$1,001 - \$1,999 .....	6	6	5	5	8	5	4	7	8	6
\$2,000 .....	9	10	10	6	11	9	5	12	5	10
\$2,001 - \$2,999 .....	5	4	6	2	6	4	3	6	5	5
\$3,000 .....	7	7	7	6	6	8	7	7	4	8
\$3,001 or greater .....	29	30	26	31	26	30	31	28	17	31
No family maximum .....	10	9	10	20	11	10	10	11	15	10
Family maximum cannot be computed <sup>2</sup> .....	4	3	6	1	4	4	5	3	1	4
Annual maximum on out-of-pocket expense based on earnings .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )
Annual maximum on out-of-pocket expense varies by coinsurance rate <sup>4</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	( <sup>3</sup> )	1	1	( <sup>3</sup> )	-	( <sup>3</sup> )
Other .....	1	1	1	1	1	1	1	1	( <sup>3</sup> )	1
No out-of-pocket expense required <sup>5</sup> .....	16	18	13	10	12	17	14	17	25	14
No limit on out-of-pocket expenses .....	1	1	1	1	1	1	2	1	1	1
Not determinable .....	4	2	5	10	4	4	5	3	9	3

See footnotes at end of table.

**Table 38. Indemnity plans in and outside of network: Maximum out-of-pocket expense provisions, all private industry workers, National Compensation Survey, 2002 — Continued**

Type and amount of out-of-pocket expense provision	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue-collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Average annual dollar maximum on individual out-of-pocket expenses .....	\$1,676	\$1,658	\$1,654	\$1,895	\$1,471	\$1,771	\$1,694	\$1,664	\$1,406	\$1,707
Average annual dollar maximum on family out-of-pocket expenses .....	\$3,568	\$3,640	\$3,406	\$3,750	\$3,198	\$3,740	\$3,764	\$3,438	\$2,952	\$3,630

<sup>1</sup> Deductible amounts were excluded from computation of the out-of-pocket dollar limits. With rare exceptions, an out-of-pocket limit was specified on an annual basis. Few workers were in plans where the expense limit applied to a disability or a period other than a year. Charges for certain services, such as mental health care, may not be counted toward the out-of-pocket maximum.

<sup>2</sup> These are plans where a family maximum is stated in such a way that it cannot be computed. For example, the individual out-of-pocket expense is limited to \$1,000 per year, and the family out-of-pocket expense is limited to three individuals. The family out-of-pocket expense cannot be computed because each of the three individuals must separately reach an out-of-pocket limit of \$1,000. Thus, if two individuals each reach \$1,000 in their out-of-pocket expenses, and two other family members reach \$900 and \$800

respectively in out-of-pocket expenses, the family out-of-pocket limit would not have been met. A family dollar maximum cannot be computed in this example.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Some plans reimburse medical expenses at more than one coinsurance rate. They impose a limit on out-of-pocket expenses by specifying a maximum on covered medical expenses beyond which all expenses are paid at 100 percent.

<sup>5</sup> All covered expenses are paid at 100 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 39. Indemnity plans: Maximum benefit provisions, all private industry workers, National Compensation Survey, 2002**

Type and dollar amount of maximum	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With maximum limits .....	70	67	72	78	73	68	66	72	65	70
Lifetime maximum only <sup>1</sup> .....	69	66	70	78	72	67	66	70	63	69
Less than \$1,000,000 .....	2	1	2	2	1	2	2	1	4	1
\$1,000,000 .....	32	28	37	41	34	31	21	39	40	31
\$1,000,001-1,999,999 .....	2	2	2	( <sup>2</sup> )	3	1	( <sup>2</sup> )	3	3	2
\$2,000,000 .....	23	23	24	23	27	22	27	21	14	25
More than \$2,000,000 .....	10	12	6	12	6	11	15	6	4	11
Other maximum .....	1	( <sup>2</sup> )	2	( <sup>2</sup> )	1	1	( <sup>2</sup> )	1	2	1
Unlimited maximum .....	22	27	15	15	15	25	24	21	25	21
Not determinable .....	9	6	12	7	13	7	10	7	10	8
Average lifetime maximum (in thousands) .....	\$1,823	\$1,988	\$1,609	\$1,672	\$1,658	\$1,900	\$2,171	\$1,603	\$1,327	\$1,889

<sup>1</sup> Includes other lifetime maximum limits not shown separately.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 40. Indemnity plans: Coverage for alternatives to hospital care, all private industry workers, National Compensation Survey, 2002**

Category of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Extended care</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	2	2	2	1	2	1	2	1	4	1
Subject to internal limits only <sup>1</sup> ...	20	21	16	30	14	23	20	20	29	19
Subject to internal and overall limits .....	60	59	63	49	60	59	64	57	52	60
Subject to overall limits only <sup>2</sup> ....	19	18	20	19	23	17	15	21	15	20
Types of internal limits										
Limit on Days .....	73	74	72	68	67	75	76	71	72	73
Separate coinsurance .....	9	9	7	14	7	10	11	7	13	8
Limit to maximum percentage rate of prior hospital confinement .....	1	1	1	2	1	1	1	1	1	1
Other limits .....	9	8	11	10	13	7	12	7	8	9
Limits not determinable .....	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
<b>Home health care</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	7	6	10	4	9	6	7	7	15	6
Subject to internal limits only <sup>1</sup> ...	14	16	10	24	10	16	15	14	17	14
Subject to internal and overall limits .....	49	49	50	47	46	51	52	48	42	50
Subject to overall limits only <sup>2</sup> ....	29	29	30	25	36	26	26	31	26	29
Types of internal limits										
Limit on days .....	54	55	53	57	49	56	57	52	52	54
Separate coinsurance .....	8	9	7	12	4	10	9	8	8	8
Other limits .....	8	8	8	10	8	8	9	8	8	8
Limits not determinable .....	2	2	1	-	-	2	3	1	( <sup>3</sup> )	2
<b>Hospice care</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	13	13	15	11	16	12	11	15	22	12
Subject to internal limits only <sup>1</sup> ...	14	15	10	19	11	15	14	13	9	14
Subject to internal and overall limits .....	28	25	32	35	35	25	28	28	34	27
Subject to overall limits only <sup>2</sup> ....	45	47	43	36	38	47	46	44	36	46
Types of internal limits										
Limit on dollars .....	17	17	19	15	21	16	19	16	16	18
Separate coinsurance .....	10	10	9	17	8	11	9	11	17	9
Other limits .....	21	19	20	35	23	20	19	22	17	21
Limits not determinable .....	1	2	-	-	-	2	3	-	-	1

<sup>1</sup> Internal limits apply to individual categories of care; e.g., internal limits or benefits for hospitalization. Limits may be set in terms of dollar or day ceilings on benefits, a requirement that the participant pay a percentage of costs (coinsurance), or a requirement that the participant pay a specific amount (deductible or copayment) before reimbursement begins or services are rendered.

<sup>2</sup> Overall limits apply to all benefits under the plan, not selected individual benefits. Overall limits are deductibles and coinsurance percentages that must

be paid by the participant before any plan benefits begin, and overall limits on plan benefits that can be paid.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 41. Copayment provisions for hospital room and board by plan type, all private industry workers, National Compensation Survey, 2002**

Plan type and copayment provision	All workers	Occupational group		Industry		Establishment size		Non-union
		White collar	Blue collar	Goods producing	Service producing	1-99 workers	100 workers or more	
<b>Prepaid</b>								
Total .....	100	100	100	100	100	100	100	100
Per confinement .....	79	85	69	72	83	77	83	79
Less than \$100 .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
\$100 .....	13	14	11	8	15	15	11	13
\$101-199 .....	6	9	-	-	9	4	8	7
\$200 .....	2	1	4	4	1	-	3	1
\$201-249 .....	3	3	3	5	2	1	5	3
\$250 .....	31	35	19	30	31	22	39	30
\$251-499 .....	9	6	14	10	8	11	6	9
\$500 .....	8	6	11	7	9	11	5	8
Greater than \$500 ....	2	2	2	-	3	1	3	2
Unspecified amount .....	6	7	5	9	5	12	1	7
Limited to maximum dollar copayment amount per year <sup>2</sup> .....	9	6	13	6	10	7	10	9
Copayment per year .....	14	13	16	10	16	18	10	15
Copayment per day .....	8	4	16	18	2	6	10	7
Copayment limited to a specified number of days .....	3	1	8	7	1	1	5	3
<b>All Indemnity</b>								
Total .....	100	100	100	-	100	100	100	100
Per confinement .....	73	76	68	-	75	70	74	73
Less than \$100 .....	3	4	2	-	4	3	3	2
\$100 .....	17	17	14	-	18	19	16	17
\$101-199 .....	9	7	12	-	5	6	10	7
\$200 .....	12	13	12	-	13	15	11	13
\$201-249 .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
\$250 .....	16	21	9	-	19	15	17	18
\$251-499 .....	6	6	8	-	4	7	6	7
\$500 .....	9	7	10	-	10	4	11	8
Greater than \$500 ....	1	1	-	-	1	2	( <sup>1</sup> )	1
Unspecified amount .....	-	-	-	-	-	-	-	-
Limited to maximum dollar copayment amount per year <sup>2</sup> .....	3	3	2	-	3	-	5	3
Copayment per year .....	18	13	23	-	14	21	16	17
Copayment per day .....	13	15	11	-	15	10	14	14
Copayment limited to a specified number of days .....	9	13	3	-	11	9	9	10

See footnotes at end of table.

**Table 41. Copayment provisions for hospital room and board by plan type, all private industry workers, National Compensation Survey, 2002 — Continued**

Plan type and copayment provision	All workers	Occupational group		Industry		Establishment size		Non-union
		White collar	Blue collar	Goods producing	Service producing	1-99 workers	100 workers or more	
<b>Indemnity in and out of network</b>								
Total .....	100	100	100	-	100	100	100	100
Per confinement .....	72	76	67	-	74	69	73	72
Less than \$100 .....	3	5	2	-	4	4	3	2
\$100 .....	16	16	15	-	17	19	15	16
\$101-199 .....	7	7	9	-	5	5	9	6
\$200 .....	14	14	13	-	15	16	12	14
\$201-249 .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	( <sup>1</sup> )	-	1	( <sup>1</sup> )
\$250 .....	16	21	9	-	19	14	17	18
\$251-499 .....	6	5	9	-	4	7	5	6
\$500 .....	9	8	11	-	10	5	12	9
Greater than \$500 ....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
Unspecified amount .....	-	-	-	-	-	-	-	-
Limited to maximum dollar copayment amount per year <sup>2</sup> .....	3	3	2	-	2	-	4	3
Copayment per year .....	19	14	24	-	15	22	17	18
Copayment per day .....	13	16	11	-	16	10	15	14
Copayment limited to a specified number of days .....	9	14	3	-	11	9	10	10

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> Limits placed on the maximum copayment an individual pays during the year. For example, an individual is subject to a copayment of \$100 per confinement with a limit of \$300 per year.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 42. Prepaid plans: Coverage for selected services and alternatives to hospital care, all private industry workers, National Compensation Survey, 2002**

Category of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Hospital room and board .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	57	57	50	77	46	62	54	61	62	57
Subject to limits <sup>1</sup> .....	43	43	50	23	54	38	46	39	38	43
Inpatient surgery .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	80	79	84	74	84	78	79	81	85	79
Subject to limits <sup>1</sup> .....	20	21	16	26	16	22	21	19	15	21
Outpatient surgery <sup>2</sup> .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	54	57	50	46	51	55	45	63	49	54
Subject to limits <sup>1</sup> .....	46	43	50	54	49	45	55	37	51	46
Office physician visits .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	3	3	3	7	1	4	4	3	6	3
Subject to limits <sup>1</sup> .....	97	97	97	93	99	96	96	97	94	97
Total subject to copayment per visit <sup>3</sup> ....	95	97	94	90	96	95	95	95	90	96
\$2 per visit .....	( <sup>4</sup> )	( <sup>4</sup> )	-	( <sup>4</sup> )	-	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
\$5 per visit .....	9	8	6	20	5	10	11	6	8	9
\$6-9 per visit .....	2	1	1	8	1	2	1	2	6	1
\$10 per visit .....	41	41	46	23	49	37	36	45	48	40
\$15 per visit .....	32	35	25	31	28	33	32	31	18	33
\$20 per visit .....	11	10	14	7	12	11	12	10	10	11
More than \$20 per visit .....	1	1	( <sup>4</sup> )	0	-	1	1	1	-	1
Unspecified copayment .....	1	1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	1	1	( <sup>4</sup> )	-	1
Total subject to other limits only .....	2	1	3	3	3	1	1	2	4	1
Extended care <sup>5</sup> .....	100	100	100	100	100	100	100	100	-	100
Covered in full .....	14	13	17	10	12	15	14	13	-	13
Subject to limits <sup>1</sup> .....	86	87	83	90	88	85	86	87	-	87
Home health care <sup>5</sup> .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	63	64	63	62	53	67	58	67	64	63
Subject to limits <sup>1</sup> .....	37	36	37	38	47	33	42	33	36	37
Hospice care .....	100	100	100	100	100	100	100	100	-	100
Covered in full .....	66	65	62	76	54	70	65	66	-	67
Subject to limits <sup>1</sup> .....	34	35	38	24	46	30	35	34	-	33

<sup>1</sup> Limits may be set in terms of dollar or day ceilings on benefits, a requirement that the participant pay a percentage of costs (coinsurance), or a requirement that the participant pay a specific amount (deductible or copayment) before reimbursement begins or services are rendered.

<sup>2</sup> Charges incurred in the outpatient department of a hospital and outside of the hospital.

<sup>3</sup> Includes other copayments not shown separately.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Some plans provide this care only to a patient who was previously hospitalized and is recovering without need of the extensive care provided by a general hospital.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 43. Prepaid plans: Summary of selected features, all private industry workers, National Compensation Survey, 2002**

Selected features	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Model type:										
Group/staff <sup>1</sup> .....	16	15	17	15	11	18	17	15	11	16
Individual practice association <sup>2</sup> .....	35	33	39	34	38	34	35	34	45	34
Mixed model .....	20	19	18	29	16	22	21	19	19	20
Network model .....	11	12	8	15	6	13	15	7	12	11
Other .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Not determinable .....	18	21	18	7	29	14	12	24	14	19
Federally qualified .....	40	38	42	49	36	42	45	37	44	40

<sup>1</sup> Care is provided at centralized locations.

<sup>2</sup> Care is provided by doctors working out of their offices.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 44. Prepaid plans: Extent of coverage for extended care facilities, all private industry workers, National Compensation Survey, 2002**

Type of coverage	All workers	Occupational group			Industry		Establishment size		Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more	
Total .....	100	100	100	100	100	100	100	100	100
Covered in full .....	14	13	17	10	12	15	14	13	13
Day limit .....	80	82	73	88	81	80	79	81	81
Per year .....	71	71	68	75	76	68	71	70	71
30 .....	8	6	8	16	6	9	7	10	8
45 .....	5	4	8	1	12	2	9	1	5
60 .....	13	13	12	14	21	10	11	15	14
90 .....	4	5	4	3	2	5	1	7	4
100 .....	23	23	26	18	20	25	25	22	23
120 .....	8	6	7	22	10	8	7	9	8
Other .....	9	13	3	2	5	10	11	6	9
Per confinement .....	8	9	6	3	9	7	6	9	8
Per lifetime .....	3	1	4	10	5	2	3	3	3
Not determinable .....	2	3	1	( <sup>1</sup> )	( <sup>1</sup> )	3	3	1	2
Other limits (only) .....	6	5	11	2	7	6	6	6	5
Not determinable .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )

<sup>1</sup> Less than 0.5 percent.

totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal

**Table 45. Outpatient prescription drug benefits: Summary of coverage, all private industry workers, National Compensation Survey, 2002**

Coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total with outpatient prescription drug coverage ..	100	100	100	100	100	100	100	100	100	100
Coverage for brand name drugs .....	99	99	99	99	99	99	99	99	97	99
Higher reimbursement for generic drugs .....	83	84	78	90	78	85	83	83	70	84
Coverage for mail order drugs <sup>1</sup> .....	70	73	65	75	65	72	64	75	65	71
Prescription card plan .....	9	8	12	6	11	8	10	9	11	9
Higher reimbursement for formulary drugs .....	27	30	22	22	22	29	24	28	21	27
Not determinable .....	6	5	7	3	9	4	5	6	7	5

<sup>1</sup> Programs that provide drugs for maintenance purposes, that is, drugs required on a continuous basis.

participants were in plans with more than one type of coverage. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

NOTE: Sum of individual items is greater than the total because some

**Table 46. Mental health care and substance abuse treatment benefits: Relationship to coverage for other illnesses, all private industry workers, National Compensation Survey, 2002**

Relationship to coverage for other illnesses	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Mental health care</b>										
Inpatient										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered the same .....	11	11	11	11	11	11	14	9	11	11
Covered differently .....	89	89	89	89	89	89	86	91	89	89
Outpatient <sup>1</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered the same .....	7	7	8	6	9	7	10	6	6	8
Covered differently .....	93	93	92	94	91	93	90	94	94	92
<b>Alcohol abuse</b>										
Inpatient detoxification <sup>2</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered the same .....	20	19	19	26	19	20	26	15	19	20
Covered differently .....	80	81	81	74	81	80	74	85	81	80
Inpatient rehabilitation <sup>3</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered the same .....	8	8	7	16	8	9	14	4	4	9
Covered differently .....	92	92	93	84	92	91	86	96	96	91
Outpatient rehabilitation <sup>1</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered the same .....	8	8	9	6	11	8	12	6	6	9
Covered differently .....	92	92	91	94	89	92	88	94	94	91
<b>Drug abuse</b>										
Inpatient detoxification <sup>2</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered the same .....	19	19	18	26	19	20	25	15	19	19
Covered differently .....	81	81	82	74	81	80	75	85	81	81
Inpatient rehabilitation <sup>3</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered the same .....	8	8	6	16	7	9	13	5	3	9
Covered differently .....	92	92	94	84	93	91	87	95	97	91
Outpatient rehabilitation <sup>1</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered the same .....	8	8	9	6	10	8	12	6	5	9
Covered differently .....	92	92	91	94	90	92	88	94	95	91

<sup>1</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

<sup>2</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance

abuse.

<sup>3</sup> Rehabilitation is designed to alter the abusive behavior in patients once they are free of acute physical and mental complications.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 47. Mental health care benefits: Separate limits on coverage, all private industry workers, National Compensation Survey, 2002**

Coverage limitation	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Inpatient</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>1</sup> .....	15	14	16	12	17	14	19	12	15	15
Subject to separate limits <sup>2</sup> .....	85	86	84	88	83	86	81	88	85	85
Days .....	77	78	73	80	73	79	71	81	73	77
Dollars .....	7	6	11	4	9	7	9	6	14	6
Coinsurance .....	11	10	14	8	12	11	11	12	16	11
Copayment .....	12	11	12	16	14	11	12	12	10	12
Other <sup>3</sup> .....	4	4	4	6	4	5	4	5	5	4
<b>Outpatient<sup>4</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>1</sup> .....	10	10	11	9	13	9	13	9	11	10
Subject to separate limits <sup>2</sup> .....	90	90	89	91	87	91	87	91	89	90
Days .....	75	76	72	77	71	76	70	79	68	76
Dollars .....	7	5	11	3	7	7	8	6	15	6
Coinsurance .....	18	16	21	23	17	19	20	17	21	18
Copayment .....	29	31	25	29	28	30	27	31	19	30
Other <sup>3</sup> .....	9	8	12	9	12	8	11	8	9	9

<sup>1</sup> These include plans that provide coverage without any separate limits; they also include plans that provide coverage subject to only the major medical limits of the plan.

<sup>2</sup> Separate limitations indicate that mental health care benefits are more restrictive than benefits for other treatments. For example, if a plan limits inpatient mental health care to 30 days per year, the plan contains separate limits. The total is less than the sum of the individual items because many plans had more than one type of limitation.

<sup>3</sup> These are plans when comparisons were made between copayments and coinsurances for mental health care and all other illnesses. For example, outpatient mental health care had a 50 percent coinsurance payment while

office visits for other illnesses had a \$10 copayment.

<sup>4</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 48. Prepaid Plans: Coverage for mental health and substance abuse treatment, all private industry workers, National Compensation Survey, 2002**

Category of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Inpatient mental health</b>										
Total with coverage .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	12	12	15	2	11	12	15	9	9	12
Subject to limits <sup>1</sup> .....	88	88	85	98	89	88	85	91	91	88
<b>Outpatient mental health</b>										
Total with coverage .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	1	( <sup>2</sup> )	2	-	2	( <sup>2</sup> )	( <sup>2</sup> )	1	5	( <sup>2</sup> )
Subject to limits <sup>1</sup> .....	99	100	98	100	98	100	100	99	95	100
<b>Inpatient alcohol detoxification<sup>3</sup></b>										
Total with coverage .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	27	26	25	40	16	31	32	23	18	28
Subject to limits <sup>1</sup> .....	73	74	75	60	84	69	68	77	82	72
<b>Inpatient alcohol rehabilitation<sup>4</sup></b>										
Total with coverage .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	13	12	10	24	5	16	21	6	4	14
Subject to limits <sup>1</sup> .....	87	88	90	76	95	84	79	94	96	86
<b>Outpatient alcohol rehabilitation<sup>4</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )
Subject to limits <sup>1</sup> .....	100	100	100	100	100	100	100	100	99	100
<b>Inpatient drug detoxification<sup>3</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	26	26	23	39	14	31	32	22	17	27
Subject to limits <sup>1</sup> .....	74	74	77	61	86	69	68	78	83	73
<b>Inpatient drug rehabilitation<sup>4</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	12	12	8	24	3	16	21	5	3	13
Subject to limits <sup>1</sup> .....	88	88	92	76	97	84	79	95	97	87
<b>Outpatient drug rehabilitation<sup>4</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered in full .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )
Subject to limits <sup>1</sup> .....	100	100	100	100	100	100	100	100	99	100

<sup>1</sup> Limits may be set in terms of dollar or day ceilings on benefits, a requirement that the participant pay a percentage of cost (coinsurance), or a requirement that the participant pay a specific amount (deductible or copayment) before reimbursement begins or services are rendered.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance

abuse.

<sup>4</sup> Rehabilitation is designed to alter abusive behavior in patients once they are free of acute physical and mental complications.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 49. Mental health benefits: Separate limits on coverage in prepaid and indemnity plans, all private industry workers, National Compensation Survey, 2002**

Coverage limitation	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Prepaid</b>										
<b>Inpatient</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>1</sup> .....	16	17	20	4	17	16	19	14	14	17
Subject to separate limits <sup>2</sup> .....	84	83	80	96	83	84	81	86	86	83
Days .....	77	79	71	88	75	78	72	82	77	77
Dollars .....	4	4	7	( <sup>3</sup> )	2	5	6	3	9	4
Coinsurance .....	8	9	5	6	1	11	7	9	11	8
Copayment .....	14	13	14	18	14	14	15	13	8	15
Other <sup>4</sup> .....	3	3	4	2	4	3	2	4	7	3
<b>Outpatient<sup>5</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>1</sup> .....	7	7	10	2	9	7	8	6	6	7
Subject to separate limits <sup>2</sup> .....	93	93	90	98	91	93	92	94	94	93
Days .....	84	85	79	90	79	86	82	85	82	84
Dollars .....	4	3	6	-	2	5	5	2	9	3
Coinsurance .....	10	8	10	20	7	11	8	12	10	10
Copayment .....	44	45	43	46	40	46	40	48	38	45
Other <sup>4</sup> .....	7	6	10	2	13	4	9	5	10	6
<b>Indemnity</b>										
<b>Inpatient</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>1</sup> .....	14	13	14	18	18	12	19	11	16	14
Subject to separate limits <sup>2</sup> .....	86	87	86	82	82	88	81	89	84	86
Days .....	77	78	74	75	72	79	70	81	72	77
Dollars .....	9	7	13	6	12	8	11	8	16	8
Coinsurance .....	13	11	17	9	17	11	13	13	17	12
Copayment .....	10	10	11	14	14	9	10	11	11	10
Other <sup>4</sup> .....	5	5	4	8	4	6	5	5	5	5
<b>Outpatient<sup>5</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>1</sup> .....	12	12	12	13	15	10	15	9	13	12
Subject to separate limits <sup>2</sup> .....	88	88	88	87	85	90	85	91	87	88
Days .....	70	72	69	67	67	72	62	76	62	71
Dollars .....	9	7	13	5	10	8	10	8	18	7
Coinsurance .....	22	20	26	25	22	23	27	19	25	22
Copayment .....	21	24	17	17	22	21	19	23	12	23
Other <sup>4</sup> .....	11	9	13	15	12	10	13	10	8	11

<sup>1</sup> These include plans that provide coverage without any separate limits; they also include plans that provide coverage subject to only the major medical limits of the plan.

<sup>2</sup> Separate limitations indicate that mental health care benefits are more restrictive than benefits for other treatments. For example, if a plan limits inpatient mental health care to 30 days per year, the plan contains separate limits. The total is less than the sum of the individual items because many plans had more than one type of limitation.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> These are plans when comparisons were made between copayments and coinsurances for mental health care and all other illnesses. For example,

outpatient mental health care had a 50 percent coinsurance payment while office visits for other illnesses had a \$10 copayment.

<sup>5</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Sum of individual items is greater than total because some participants were in plans with more than one type of limit. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 50. Alcohol and drug abuse: Relationship between provisions, all private industry workers, National Compensation Survey, 2002**

Relationship of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Covered together <sup>1</sup> .....	68	68	67	71	68	68	66	69	68	68
Covered separately but with the same limits <sup>2</sup> .....	6	6	5	4	4	6	8	4	3	6
Other <sup>3</sup> .....	21	20	23	16	25	19	21	21	23	21
Alcohol and drug abuse treatment not covered .....	2	1	3	1	3	2	2	2	1	2
Not determinable .....	4	4	2	8	1	5	4	3	4	4

<sup>1</sup> These are plans where all limits that apply to alcohol abuse treatment also apply to drug abuse treatment. When care is received for one of these types of treatment, it reduces the availability of care from the other. For example, if alcohol and drug abuse treatments are limited to 30 days per year and 20 days are used for alcohol abuse treatment, then there are 10 days left for drug abuse treatment.

<sup>2</sup> These are plans where alcohol and drug abuse treatments are subject to separate but identical limits. For example, alcohol abuse treatment is limited

to 30 days per year and drug abuse treatment is limited to a separate 30 days per year.

<sup>3</sup> Includes plans where alcohol abuse treatment coverage differs from drug abuse treatment coverage.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 51. Alcohol abuse treatment: Separate limits on coverage, all private industry workers, National Compensation Survey, 2002**

Coverage limitation	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Inpatient detoxification<sup>1</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	26	25	25	31	25	26	33	20	23	26
Subject to separate limits <sup>3</sup> .....	74	75	75	69	75	74	67	80	77	74
Days .....	58	61	55	56	57	59	48	66	56	59
Dollars .....	17	14	22	11	17	17	17	17	25	16
Coinsurance .....	10	9	13	7	11	10	10	10	15	9
Copayment .....	10	10	9	13	10	10	11	10	7	11
Other .....	6	6	6	8	7	5	5	6	8	5
<b>Inpatient rehabilitation<sup>4</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	12	12	11	17	12	12	20	6	6	13
Subject to separate limits <sup>3</sup> .....	88	88	89	83	88	88	80	94	94	87
Days .....	70	72	66	71	67	71	60	77	71	70
Dollars .....	20	17	25	14	19	20	20	19	30	18
Coinsurance .....	12	10	15	10	13	11	12	11	18	11
Copayment .....	12	12	11	15	12	12	12	11	10	12
Other .....	7	7	8	8	9	7	7	8	9	7
<b>Outpatient rehabilitation<sup>5</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	11	10	12	8	14	9	14	8	8	11
Subject to separate limits <sup>3</sup> .....	89	90	88	92	86	91	86	92	92	89
Days .....	66	68	62	69	62	68	62	69	61	67
Dollars .....	20	18	24	16	17	21	20	19	28	18
Coinsurance .....	16	13	19	19	15	16	18	14	21	15
Copayment .....	24	28	18	25	21	25	24	24	13	26
Other .....	11	9	13	13	12	10	10	11	14	10

<sup>1</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance abuse.

<sup>2</sup> These include plans that provide coverage without any separate limits; they also include plans that provide coverage subject to only the major medical limits of the plan.

<sup>3</sup> Separate limitations indicate that alcohol abuse treatment benefits are more restrictive than benefits for other treatments. For example, if a plan limits inpatient rehabilitation care to 30 days per year, but the limit on inpatient care for any other type of illness is greater than 30 days per year, the plan contains separate limits. The total is less than the sum of the individual items because many plans had more than one type of limitation.

<sup>4</sup> Rehabilitation is designed to alter the abusive behavior in patients once they are free of acute physical and mental complications.

<sup>5</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 52. Alcohol abuse treatment benefits: Separate limits on coverage in indemnity plans, all private industry workers, National Compensation Survey, 2002**

Coverage limitation	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Inpatient detoxification<sup>1</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	18	19	17	22	20	18	27	13	18	19
Subject to separate limits <sup>3</sup> .....	82	81	83	78	80	82	73	87	82	81
Days .....	64	66	60	65	60	65	54	70	58	64
Dollars .....	21	19	27	16	23	21	22	21	30	20
Coinsurance .....	12	9	15	11	14	10	11	12	16	11
Copayment .....	9	9	8	11	10	8	8	9	8	9
Other <sup>4</sup> .....	7	6	6	12	7	6	6	7	9	6
<b>Inpatient rehabilitation<sup>5</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	10	9	11	9	13	8	18	4	6	10
Subject to separate limits <sup>3</sup> .....	90	91	89	91	87	92	82	96	94	90
Days .....	70	73	66	77	65	73	61	77	69	71
Dollars .....	24	22	29	20	25	24	25	24	34	23
Coinsurance .....	13	10	17	12	16	11	12	13	19	12
Copayment .....	10	10	9	12	11	9	9	10	9	10
Other <sup>4</sup> .....	8	7	7	13	8	7	6	8	9	7
<b>Outpatient rehabilitation<sup>6</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	10	9	11	10	14	8	14	7	9	10
Subject to separate limits <sup>3</sup> .....	90	91	89	90	86	92	86	93	91	90
Days .....	64	66	60	64	59	66	60	66	56	65
Dollars .....	24	22	28	19	24	24	25	24	33	23
Coinsurance .....	19	16	23	26	19	20	21	18	24	19
Copayment .....	18	22	12	12	16	19	16	19	6	20
Other <sup>4</sup> .....	13	11	16	20	14	13	13	13	17	13

<sup>1</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance abuse.

<sup>2</sup> These include plans that provide coverage without any separate limits; they also include plans that provide coverage subject to only the major medical limits of the plan.

<sup>3</sup> Separate limitations indicate that alcohol abuse treatment benefits are more restrictive than benefits for other treatments. For example, if a plan limits inpatient rehabilitation care to 30 days per year, but the limit on inpatient care for any other type of illness is greater than 30 days per year, the plan contains separate limits. The total is less than the sum of the individual items because many plans had more than one type of limitation.

<sup>4</sup> These are plans when comparisons were made between copayments and coinsurances for alcohol abuse treatment and all other illnesses. For

example, outpatient alcohol abuse treatment had a 50 percent coinsurance payment while office visits for other illnesses had a \$10 copayment.

<sup>5</sup> Rehabilitation is designed to alter the abusive behavior in patients once they are free of acute physical and mental complications.

<sup>6</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 53. Alcohol abuse treatment benefits: Separate limits on coverage in prepaid plans, all private industry workers, National Compensation Survey, 2002**

Coverage limitation	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Inpatient detoxification<sup>1</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	39	37	41	43	35	41	45	34	35	39
Subject to separate limits <sup>3</sup> .....	61	63	59	57	65	59	55	66	65	61
Days .....	48	52	42	43	50	47	37	57	51	48
Dollars .....	8	6	11	5	3	9	9	7	13	7
Coinsurance .....	7	8	8	2	4	9	9	5	12	7
Copayment .....	13	12	12	16	11	13	15	11	5	13
Other <sup>4</sup> .....	4	4	4	1	5	3	4	4	6	4
<b>Inpatient rehabilitation<sup>5</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	17	17	13	27	10	20	23	12	5	18
Subject to separate limits <sup>3</sup> .....	83	83	87	73	90	80	77	88	95	82
Days .....	69	71	67	63	72	68	58	78	78	68
Dollars .....	9	8	14	6	3	12	11	8	17	8
Coinsurance .....	9	10	10	7	5	11	11	8	16	9
Copayment .....	16	16	17	19	15	17	19	15	14	17
Other <sup>4</sup> .....	6	6	10	1	10	5	7	6	9	6
<b>Outpatient rehabilitation<sup>6</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	12	12	15	4	13	11	12	11	6	12
Subject to separate limits <sup>3</sup> .....	88	88	85	96	87	89	88	89	94	88
Days .....	72	73	67	78	69	73	66	76	76	71
Dollars .....	10	9	13	10	2	13	12	9	16	10
Coinsurance .....	8	7	10	8	7	8	12	5	11	8
Copayment .....	37	38	32	44	34	38	39	35	34	37
Other <sup>4</sup> .....	5	5	6	2	7	4	4	5	6	5

<sup>1</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance abuse.

<sup>2</sup> These include plans that provide coverage without any separate limits; they also include plans that provide coverage subject to only the major medical limits of the plan.

<sup>3</sup> Separate limitations indicate that alcohol abuse treatment benefits are more restrictive than benefits for other treatments. For example, if a plan limits inpatient rehabilitation care to 30 days per year, but the limit on inpatient care for any other type of illness is greater than 30 days per year, the plan contains separate limits. The total is less than the sum of the individual items because many plans had more than one type of limitation.

<sup>4</sup> These are plans when comparisons were made between copayments and coinsurances for alcohol abuse treatment and all other illnesses. For

example, outpatient alcohol abuse treatment had a 50 percent coinsurance payment while office visits for other illnesses had a \$10 copayment.

<sup>5</sup> Rehabilitation is designed to alter the abusive behavior in patients once they are free of acute physical and mental complications.

<sup>6</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 54. Drug abuse treatment: Separate limits on coverage, all private industry workers, National Compensation Survey, 2002**

Coverage limitations	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Inpatient detoxification<sup>1</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	25	25	24	25	25	25	27	25	29	24
Subject to separate limits <sup>3</sup> .....	75	75	76	75	75	75	73	75	71	76
Days .....	60	60	60	62	61	60	54	62	59	61
Dollars .....	14	12	20	15	14	14	17	14	15	14
Coinsurance .....	7	6	8	8	6	7	9	6	8	7
Copayment .....	10	10	9	9	11	9	12	9	7	10
Other <sup>4</sup> .....	6	6	5	4	5	6	5	6	6	6
<b>Inpatient rehabilitation<sup>5</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	11	11	11	11	13	10	14	10	9	11
Subject to separate limits <sup>3</sup> .....	89	89	89	89	87	90	86	90	91	89
Days .....	74	74	73	75	72	75	68	75	79	73
Dollars .....	16	14	22	17	16	16	20	15	17	16
Coinsurance .....	8	7	9	10	7	8	11	7	9	7
Copayment .....	11	11	11	10	13	10	13	11	9	11
Other <sup>4</sup> .....	7	8	8	5	7	8	6	8	7	7
<b>Outpatient rehabilitation<sup>6</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	9	9	12	8	16	7	10	9	7	10
Subject to separate limits <sup>3</sup> .....	91	91	88	92	84	93	90	91	93	90
Days .....	69	69	67	74	65	70	68	69	72	68
Dollars .....	17	16	21	17	14	18	20	17	16	17
Coinsurance .....	11	10	15	15	12	11	16	11	14	11
Copayment .....	26	28	21	26	22	27	25	26	24	26
Other <sup>4</sup> .....	12	12	11	13	10	12	11	12	13	11

<sup>1</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance abuse.

<sup>2</sup> These include plans that provide coverage without any separate limits; they also include plans that provide coverage subject to only the major medical limits of the plan.

<sup>3</sup> Separate limitations indicate that alcohol abuse treatment benefits are more restrictive than benefits for other treatments. For example, if a plan limits inpatient rehabilitation care to 30 days per year, but the limit on inpatient care for any other type of illness is greater than 30 days per year, the plan contains separate limits. The total is less than the sum of the individual items because many plans had more than one type of limitation.

<sup>4</sup> These are plans when comparisons were made between copayments and coinsurances for drug abuse treatment and all other illnesses. For

example, outpatient drug abuse treatment had a 50 percent coinsurance payment while office visits for other illnesses had a \$10 copayment.

<sup>5</sup> Rehabilitation is designed to alter the abusive behavior in patients once they are free of acute physical and mental complications.

<sup>6</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 55. Drug abuse treatment benefits: Separate limits on coverage in indemnity plans, all private industry workers, National Compensation Survey, 2002**

Category of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Inpatient detoxification<sup>1</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	18	19	17	22	20	18	26	13	18	18
Subject to separate limits <sup>3</sup> .....	82	81	83	78	80	82	74	87	82	82
Days .....	64	65	61	65	60	66	55	70	59	65
Dollars .....	22	19	27	16	23	21	22	21	30	20
Coinsurance .....	12	9	15	11	14	10	11	12	16	11
Copayment .....	9	9	8	11	10	8	8	9	8	9
Other <sup>4</sup> .....	7	7	7	12	8	7	6	8	9	7
<b>Inpatient rehabilitation<sup>5</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits .....	10	10	10	10	13	8	17	5	6	10
Subject to separate limits <sup>3</sup> .....	90	90	90	90	87	92	83	95	94	90
Days .....	70	72	66	76	65	73	61	77	70	70
Dollars .....	24	22	29	20	25	24	25	24	34	23
Coinsurance .....	13	10	17	12	15	12	12	13	18	12
Copayment .....	10	10	9	11	11	9	9	10	9	10
Other <sup>4</sup> .....	8	8	7	13	8	8	6	9	9	8
<b>Outpatient rehabilitation<sup>6</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	10	10	10	11	13	8	14	7	8	10
Subject to separate limits <sup>3</sup> .....	90	90	90	89	87	92	86	93	92	90
Days .....	64	66	61	63	60	66	60	66	57	65
Dollars .....	24	22	28	20	24	24	25	24	33	23
Coinsurance .....	20	16	23	26	19	20	21	19	25	19
Copayment .....	18	22	12	12	16	19	16	19	6	20
Other <sup>4</sup> .....	14	12	16	20	15	13	13	14	17	13

<sup>1</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance abuse.

<sup>2</sup> These include plans that provide coverage without any separate limits; they also include plans that provide coverage subject to only the major medical limits of the plan.

<sup>3</sup> Separate limitations indicate that alcohol abuse treatment benefits are more restrictive than benefits for other treatments. For example, if a plan limits inpatient rehabilitation care to 30 days per year, but the limit on inpatient care for any other type of illness is greater than 30 days per year, the plan contains separate limits. The total is less than the sum of the individual items because many plans had more than one type of limitation.

<sup>4</sup> These are plans when comparisons were made between copayments and coinsurances for alcohol abuse treatment and all other illnesses. For

example, outpatient alcohol abuse treatment had a 50 percent coinsurance payment while office visits for other illnesses had a \$10 copayment.

<sup>5</sup> Rehabilitation is designed to alter abusive behavior in patients once they are free of acute physical and mental complications.

<sup>6</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Sum of individual items is greater than total because some participants were in plans with more than one type of limit. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 56. Drug abuse treatment benefits: Separate limits on coverage in prepaid plans, all private industry workers, National Compensation Survey, 2002**

Category of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Inpatient detoxification<sup>1</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	38	37	39	42	33	40	45	33	35	39
Subject to separate limits <sup>3</sup> .....	62	63	61	58	67	60	55	67	65	61
Days .....	49	52	44	44	52	47	37	59	51	48
Dollars .....	8	6	11	5	3	9	9	7	13	7
Coinsurance .....	7	8	8	2	4	9	9	5	12	7
Copayment .....	13	12	12	16	11	13	15	11	5	13
Other <sup>4</sup> .....	4	4	4	1	5	3	4	4	6	4
<b>Inpatient rehabilitation<sup>5</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	16	17	11	27	7	20	23	11	4	18
Subject to separate limits <sup>3</sup> .....	84	83	89	73	93	80	77	89	96	82
Days .....	70	72	68	63	75	68	59	79	79	69
Dollars .....	9	8	15	6	3	12	11	8	17	9
Coinsurance .....	9	10	10	7	5	11	11	8	16	9
Copayment .....	17	16	17	19	15	17	19	15	15	17
Other <sup>4</sup> .....	6	6	10	1	11	5	7	6	9	6
<b>Outpatient rehabilitation<sup>6</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
No separate limits <sup>2</sup> .....	11	12	14	4	12	11	12	11	6	12
Subject to separate limits <sup>3</sup> .....	89	88	86	96	88	89	88	89	94	88
Days .....	72	73	67	78	70	73	67	76	77	71
Dollars .....	10	9	13	10	2	13	12	9	16	10
Coinsurance .....	8	7	10	8	7	8	12	5	11	8
Copayment .....	37	38	32	44	34	38	40	35	34	37
Other <sup>4</sup> .....	5	5	6	2	7	4	4	5	6	5

<sup>1</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance abuse.

<sup>2</sup> These include plans that provide coverage without any separate limits; they also include plans that provide coverage subject to only the major medical limits of the plan.

<sup>3</sup> Separate limitations indicate that alcohol abuse treatment benefits are more restrictive than benefits for other treatments. For example, if a plan limits inpatient rehabilitation care to 30 days per year, but the limit on inpatient care for any other type of illness is greater than 30 days per year, the plan contains separate limits. The total is less than the sum of the individual items because many plans had more than one type of limitation.

<sup>4</sup> These are plans when comparisons were made between copayments and coinsurances for alcohol abuse treatment and all other illnesses. For

example, outpatient alcohol abuse treatment had a 50 percent coinsurance payment while office visits for other illnesses had a \$10 copayment.

<sup>5</sup> Rehabilitation is designed to alter abusive behavior in patients once they are free of acute physical and mental complications.

<sup>6</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Sum of individual items is greater than total because some participants were in plans with more than one type of limit. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 57. Mental health care and substance abuse treatment benefits: Application to out-of-pocket expense provisions in indemnity plans, all private industry workers, National Compensation Survey, 2002**

Type of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Mental health</b>										
Inpatient mental										
Total .....	100	100	100	-	100	100	100	100	100	100
Subject to plan's out-of-pocket limits .....	55	54	54	-	49	57	57	53	51	55
Not subject to plan's out-of-pocket limits .....	35	36	34	-	35	35	27	39	37	34
Not determinable .....	11	11	12	-	16	8	15	8	12	11
Outpatient mental										
Total .....	100	100	100	100	100	100	100	100	100	100
Subject to plan's out-of-pocket limits .....	50	49	50	55	48	51	55	47	43	51
Not subject to plan's out-of-pocket limits .....	41	41	40	42	39	41	31	47	44	40
Not determinable .....	9	10	10	3	13	8	15	6	12	9
<b>Alcohol abuse</b>										
Inpatient detoxification <sup>1</sup>										
Total .....	100	100	100	-	100	100	100	100	100	100
Subject to plan's out-of-pocket limits .....	52	48	56	-	51	53	54	51	52	52
Not subject to plan's out-of-pocket limits .....	38	42	33	-	34	40	34	40	36	38
Not determinable .....	10	10	11	-	15	7	12	8	13	9
Inpatient rehabilitation <sup>2</sup>										
Total .....	100	100	100	-	100	100	100	100	100	100
Subject to plan's out-of-pocket limits .....	51	47	56	-	50	52	50	52	54	51
Not subject to plan's out-of-pocket limits .....	38	41	33	-	35	39	34	40	35	38
Not determinable .....	11	12	11	-	15	9	16	8	12	11
Outpatient rehabilitation <sup>3</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Subject to plan's out-of-pocket limits .....	47	44	51	55	49	47	51	45	45	48
Not subject to plan's out-of-pocket limits .....	43	46	39	44	38	46	35	48	43	43
Not determinable .....	10	10	10	1	14	8	14	7	12	9
<b>Drug abuse</b>										
Inpatient detoxification <sup>1</sup>										
Total .....	100	100	100	-	100	100	100	100	100	100
Subject to plan's out-of-pocket limits .....	52	48	56	-	51	53	54	51	52	52
Not subject to plan's out-of-pocket limits .....	38	42	33	-	34	40	34	40	36	38
Not determinable .....	10	10	11	-	15	7	12	8	13	9
Inpatient rehabilitation <sup>2</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Subject to plan's out-of-pocket limits .....	51	47	56	67	50	52	50	52	54	51
Not subject to plan's out-of-pocket limits .....	38	41	33	32	35	39	34	40	35	38
Not determinable .....	11	12	11	1	15	9	16	8	12	11

See footnotes at end of table.

**Table 57. Mental health care and substance abuse treatment benefits: Application to out-of-pocket expense provisions in indemnity plans, all private industry workers, National Compensation Survey, 2002 — Continued**

Type of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Outpatient rehabilitation <sup>3</sup>										
Total .....	100	100	100	100	100	100	100	100	100	100
Subject to plan's out-of-pocket limits .....	47	44	51	55	49	47	51	45	45	48
Not subject to plan's out-of-pocket limits .....	43	46	39	44	38	46	35	48	42	43
Not determinable .....	10	10	10	1	14	8	15	6	13	9

<sup>1</sup> Detoxification is the systematic use of medication and other methods under medical supervision to reduce or eliminate the effects of substance abuse.

<sup>2</sup> Rehabilitation is designed to alter the abusive behavior in patients once they are free of acute physical and mental complications.

<sup>3</sup> Includes treatment in one or more of the following: outpatient department of a hospital, residential treatment center, organized outpatient clinic, day-night treatment center, or doctor's office. If benefits differed by

location of treatment, the location offering the most beneficial coverage was tabulated.

NOTE: Sum of individual items is greater than total because some participants were in plans with more than one type of limit. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 58. Dental care benefits: Coverage for selected procedures and average percentage of usual, customary, and reasonable charge, all private industry workers, National Compensation Survey, 2002**

Categories of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Exams</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	100	100	100	100	100	100	100	100	100	100
In full <sup>2</sup> .....	30	30	33	22	37	27	33	29	29	30
Scheduled cash allowance .....	2	2	3	5	2	2	2	3	8	1
Subject to copayment <sup>3</sup> .....	4	4	2	5	3	4	4	3	4	4
Percent of usual, customary and reasonable charge .....	63	64	61	68	58	66	61	65	59	64
Other <sup>4</sup> .....	( <sup>5</sup> )	( <sup>5</sup> )	1	1	( <sup>5</sup> )	1	( <sup>5</sup> )	1	1	( <sup>5</sup> )
Average percent .....	96.45	96.62	95.84	97.23	97.24	96.13	96.82	96.26	96.73	96.40
<b>X-rays</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	100	100	100	100	100	100	100	100	100	100
In full <sup>2</sup> .....	30	30	32	22	36	27	33	28	27	30
Scheduled cash allowance .....	2	2	3	5	2	2	2	3	8	1
Subject to copayment <sup>3</sup> .....	3	4	2	5	1	4	3	3	4	3
Percent of usual, customary and reasonable charge .....	64	64	63	68	59	66	61	65	62	64
Other <sup>4</sup> .....	1	1	1	1	1	1	2	1	1	1
Average percent .....	95.84	96.20	94.71	97.17	96.11	95.74	96.53	95.49	95.36	95.92
<b>Fillings</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	100	100	100	100	100	100	100	100	99	100
In full <sup>2</sup> .....	4	5	3	4	3	5	3	5	4	4
Scheduled cash allowance .....	4	4	5	5	4	4	3	5	13	3
Subject to copayment <sup>3</sup> .....	5	6	3	6	3	6	4	5	5	5
Percent of usual, customary and reasonable charge .....	87	86	89	87	90	86	90	86	77	89
Other <sup>4</sup> .....	2	2	2	2	2	2	2	2	1	2
Not determinable .....	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	1	( <sup>5</sup> )
Average percent .....	80.53	80.26	80.85	81.07	80.96	80.32	80.97	80.28	81.39	80.40
<b>Surgery<sup>6</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	100	100	100	100	100	100	100	100	99	100
In full <sup>2</sup> .....	3	3	2	2	2	3	2	3	2	3
Scheduled cash allowance .....	4	4	4	5	3	4	3	4	12	2
Subject to copayment <sup>3</sup> .....	8	9	4	15	5	9	6	9	8	8
Percent of usual, customary and reasonable charge .....	87	86	90	85	90	85	89	86	77	89
Other <sup>4</sup> .....	2	1	2	2	2	2	2	2	1	2
Not covered .....	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	( <sup>5</sup> )	-	( <sup>5</sup> )	-	( <sup>5</sup> )
Not determinable .....	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	-	( <sup>5</sup> )	1	( <sup>5</sup> )
Average percent .....	80.02	79.93	80.98	77.33	81.29	79.42	80.26	79.89	80.96	79.88

See footnotes at end of table.

**Table 58. Dental care benefits: Coverage for selected procedures and average percentage of usual, customary, and reasonable charge, all private industry workers, National Compensation Survey, 2002 — Continued**

Categories of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Periodontal care</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	98	98	99	100	99	98	98	98	99	98
In full <sup>2</sup> .....	1	2	1	1	1	2	2	1	2	1
Scheduled cash allowance .....	4	4	4	5	3	5	3	5	12	3
Subject to copayment <sup>3</sup> .....	7	8	4	7	5	8	5	8	8	7
Percent of usual, customary and reasonable charge .....	87	85	90	86	91	84	88	86	78	88
Other <sup>4</sup> .....	2	2	2	5	2	2	3	2	2	2
Not covered .....	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	—	( <sup>5</sup> )	( <sup>5</sup> )	—	( <sup>5</sup> )	—	( <sup>5</sup> )
Not determinable .....	2	2	1	( <sup>5</sup> )	( <sup>5</sup> )	2	2	1	1	2
Average percent .....	77.13	76.27	78.47	77.85	77.81	76.80	76.10	77.70	78.46	76.93
<b>Endodontics</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	98	98	98	97	99	98	98	98	99	98
In full <sup>2</sup> .....	2	2	1	1	1	2	2	2	2	2
Scheduled cash allowance .....	4	3	5	5	3	4	4	4	11	3
Subject to copayment <sup>3</sup> .....	7	8	3	7	4	8	4	8	7	6
Percent of usual, customary and reasonable charge .....	86	85	90	83	92	84	88	86	78	88
Other <sup>4</sup> .....	2	2	2	5	2	2	3	2	2	2
Not covered .....	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	—	1	( <sup>5</sup> )	—	( <sup>5</sup> )	1	( <sup>5</sup> )
Not determinable .....	1	1	1	3	—	2	2	1	1	2
Average percent .....	75.04	74.59	75.86	74.97	74.96	75.07	73.62	75.81	77.08	74.72
<b>Crowns</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	98	98	99	99	98	98	99	98	98	98
In full <sup>2</sup> .....	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	—	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )
Scheduled cash allowance .....	4	3	5	5	3	4	4	4	11	3
Subject to copayment <sup>3</sup> .....	7	9	4	13	4	9	4	9	7	7
Percent of usual, customary and reasonable charge .....	88	87	91	86	92	86	90	87	80	89
Other <sup>4</sup> .....	2	2	1	5	2	2	3	2	1	2
Not covered .....	1	1	1	1	2	1	1	1	2	1
Not determinable .....	1	1	—	—	( <sup>5</sup> )	1	( <sup>5</sup> )	1	( <sup>5</sup> )	1
Average percent .....	56.85	55.80	59.29	54.94	59.02	55.80	55.67	57.50	61.18	56.18

See footnotes at end of table.

**Table 58. Dental care benefits: Coverage for selected procedures and average percentage of usual, customary, and reasonable charge, all private industry workers, National Compensation Survey, 2002 — Continued**

Categories of care and extent of coverage	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Prosthetics</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	98	98	97	99	98	98	97	98	98	98
In full <sup>2</sup> .....	( <sup>5</sup> )	( <sup>5</sup> )	—	( <sup>5</sup> )	—	( <sup>5</sup> )	—	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )
Scheduled cash allowance .....	4	3	5	5	3	4	4	4	11	3
Subject to copayment <sup>3</sup> .....	7	9	4	13	4	9	4	9	7	7
Percent of usual, customary and reasonable charge .....	88	87	90	86	91	86	89	87	80	89
Other <sup>4</sup> .....	2	2	1	5	2	2	3	2	1	2
Not covered .....	1	1	1	1	2	1	1	1	2	1
Not determinable .....	1	1	2	( <sup>5</sup> )	1	2	2	1	1	1
Average percent .....	55.28	54.78	56.42	54.56	56.59	54.66	54.99	55.44	57.65	54.92
<b>Orthodontia</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	75	74	80	68	77	75	69	79	87	73
Scheduled cash allowance .....	10	9	11	7	11	9	8	10	19	8
Subject to copayment <sup>3</sup> .....	6	6	4	11	3	7	1	8	9	5
Percent of usual, customary and reasonable charge .....	63	62	66	56	62	63	60	64	61	63
Other <sup>4</sup> .....	3	4	2	2	3	3	2	4	6	3
Not covered .....	16	17	13	21	15	17	21	13	8	17
Not determinable .....	9	9	8	12	8	9	9	8	5	9
Average percent .....	52.57	52.77	52.08	53.07	52.01	52.81	51.96	52.87	54.41	52.26

<sup>1</sup> Sum of individual items is greater than total because some participants were in plans with more than one limit.

<sup>2</sup> Includes plans that paid the full cost with no deductible or maximum dollar amount.

<sup>3</sup> Participant pays a specific amount per procedure and plan pays all remaining expenses. In the case of orthodontia, the copayment is generally applied once per lifetime.

<sup>4</sup> Includes plans that provide care based on an incentive schedule or discounted benefit. An incentive schedule is a reimbursement arrangement in

which the percentage of dental expenses paid by the plan increases if regular dental appointments are scheduled. Discounted benefits are available if obtained from an approved provider.

<sup>5</sup> Less than 0.5 percent.

<sup>6</sup> Excludes plans that limited coverage to accidental injuries, removal of impacted wisdom teeth, or repair of jaw.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

**Table 59. Dental care benefits: Amount of individual deductible,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Type of deductible	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Subject to separate dental deductible <sup>2</sup> .....	72	74	68	71	62	76	74	71	48	76
Yearly deductible only .....	71	73	67	71	62	75	72	71	46	75
\$25 .....	17	14	19	26	24	13	16	17	14	17
\$50 .....	47	51	43	37	36	52	50	45	28	50
Other .....	8	9	5	8	3	10	6	8	4	8
Unspecified .....	( <sup>3</sup> )	( <sup>3</sup> )	–	–	–	( <sup>3</sup> )	( <sup>3</sup> )	–	–	( <sup>3</sup> )
Lifetime deductible only .....	1	1	1	( <sup>3</sup> )	–	1	1	( <sup>3</sup> )	2	( <sup>3</sup> )
Both yearly and lifetime deductible .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	–	–	( <sup>3</sup> )	( <sup>3</sup> )	–	–	( <sup>3</sup> )
No deductible .....	25	24	27	25	32	22	23	26	44	22
Not determinable .....	3	2	5	4	6	2	3	3	8	2
Average employee yearly deductible .....	\$47.42	\$48.79	\$45.64	\$44.24	\$41.93	\$49.46	\$45.68	\$48.38	\$44.77	\$47.70

<sup>1</sup> Amount of deductible described is for each insured person. In some plans, the individual and family deductibles are identical. Excludes separate deductibles for orthodontic procedures.

<sup>2</sup> A single deductible may not apply to all covered dental procedures. If separate deductibles applied to different procedures, the sum of the

deductible amounts was tabulated.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

**Table 60. Dental care benefits: Relationship of yearly family deductibles to yearly individual deductibles, all private industry workers, National Compensation Survey, 2002**

Relationship between individual and family deductible	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With individual and family deductible .....	50	50	49	57	47	52	48	51	33	53
Family deductible is:										
2 times individual deductible .....	9	8	8	13	8	9	6	10	10	8
3 times individual deductible .....	40	40	39	43	37	41	42	39	21	43
Other .....	2	1	2	1	2	1	1	2	1	2
No deductible or no family deductible .....	47	48	46	40	47	46	48	46	59	44
Not determinable .....	3	2	5	4	6	2	3	3	8	2

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or

data do not meet publication criteria.

**Table 61. Dental care benefits: Maximum benefit provision,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Dollar amount <sup>2</sup>	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Yearly maximum specified <sup>3</sup> ...	86	86	87	80	85	86	84	86	84	86
Less than \$1000 .....	3	3	4	3	4	3	4	3	1	4
\$1000 .....	34	34	35	35	32	35	38	32	25	36
\$1001-\$1499 .....	6	6	6	8	5	7	8	5	10	6
\$1500 .....	27	29	25	24	28	27	20	31	31	26
Greater than \$1500 .....	15	15	17	9	16	14	15	15	18	14
Unspecified .....	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	( <sup>4</sup> )	( <sup>4</sup> )	-	-	( <sup>4</sup> )
No yearly maximum .....	11	11	8	15	8	12	10	11	12	10
Maximum provision not determinable .....	3	2	4	5	5	2	4	3	4	3
Average yearly maximum .....	\$1,356	\$1,369	\$1,358	\$1,264	\$1,370	\$1,350	\$1,341	\$1,364	\$1,426	\$1,345

<sup>1</sup> Includes all covered dental procedures except orthodontia. Amount of maximum specified is for each insured person.

<sup>2</sup> Coverage for dental procedures may also be subject to scheduled allowance, deductible, or coinsurance provisions in addition to maximum dollar limitations.

<sup>3</sup> If separate yearly maximums applied to different procedures, the sum of

the maximums was tabulated. Maximums applied to dental expenses only.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 62. Orthodontia care benefits: Maximum benefit provision,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Dollar amount	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Lifetime maximum specified	75	75	79	67	78	74	75	76	82	74
Less than \$1,000 .....	4	4	5	7	6	3	8	3	2	5
\$1,000 .....	30	32	28	23	23	33	31	29	24	31
\$1,001-\$1,499 .....	6	5	6	11	5	7	8	5	10	5
\$1,500 .....	23	23	23	19	26	21	20	24	17	24
Greater than \$1,500 .....	11	10	15	7	15	10	7	13	26	9
Dollar amount unspecified .....	1	1	1	1	3	( <sup>2</sup> )	–	2	2	1
No lifetime maximum .....	24	24	20	33	20	25	25	23	17	25
Provision not determinable .....	1	1	1	( <sup>2</sup> )	2	( <sup>2</sup> )	–	1	1	1
Average lifetime maximum <sup>3</sup> ..	\$1,316	\$1,308	\$1,344	\$1,254	\$1,356	\$1,297	\$1,261	\$1,342	\$1,472	\$1,283

<sup>1</sup> Coverage for orthodontia procedure may also be subject to scheduled allowance, deductible, or coinsurance provisions in addition to maximum dollar limitations.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> The average is presented for all covered workers; averages exclude

workers without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 63. Dental care benefits: Percent of participants in plan with orthodontic benefits by type of individuals covered, all private industry workers, National Compensation Survey, 2002**

Type of individual covered	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Dependent children only .....	54	52	58	52	61	51	58	52	56	54
Employee and dependents ...	36	38	34	33	31	39	31	39	39	36
Not determinable .....	10	10	8	15	8	10	12	9	5	11

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 64. Dental care benefits: Percent of participants in plans with orthodontic benefits by difference in dollar maximums between employees and dependents, all private industry workers, National Compensation Survey, 2002**

Difference in maximums	Total	Difference in dollar maximums	No difference in dollar maximums	Not determinable
All workers .....	100	7	82	11
<b>Worker characteristics</b>				
White collar .....	100	5	87	8
Blue collar .....	100	9	75	16
Union .....	100	15	78	7
Nonunion .....	100	5	83	11
<b>Industry</b>				
Goods producing .....	100	7	81	12
Service producing .....	100	7	83	10
<b>Establishment size</b>				
1-99 workers .....	100	12	75	14
100 workers or more .....	100	5	86	9

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates

no employees in this category, or data do not meet publication criteria.

**Table 65. Vision care benefits: Coverage for selected procedures, all private industry workers, National Compensation Survey, 2002**

Type of vision benefit	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
<b>Exams</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	98	99	97	99	100	98	97	99	100	98
In full .....	25	27	24	23	26	25	24	26	29	24
Scheduled cash allowance .....	20	19	22	18	17	22	22	19	29	18
Subject to copay .....	50	52	46	54	51	50	46	53	39	53
Retail discount .....	4	2	5	8	4	3	6	2	2	4
Other <sup>2</sup> .....	3	3	4	4	4	3	2	3	2	3
Not covered .....	1	( <sup>3</sup> )	2	1	-	1	( <sup>3</sup> )	1	( <sup>3</sup> )	1
Not determinable .....	1	1	1	( <sup>3</sup> )	-	1	3	( <sup>3</sup> )	-	1
<b>Glasses</b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	100	100	100	100	100	100	100	100	99	100
In full .....	11	11	11	12	14	10	14	10	12	11
Scheduled cash allowance .....	46	45	49	38	52	43	45	46	56	44
Subject to copay .....	33	35	28	42	22	38	18	41	27	35
Retail discount .....	16	14	19	16	21	13	24	12	13	17
Other <sup>2</sup> .....	4	4	4	5	4	4	5	3	2	4
Not covered .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	1	( <sup>3</sup> )
Not determinable .....	-	-	-	-	-	-	-	-	-	-
<b>Contacts<sup>4</sup></b>										
Total .....	100	100	100	100	100	100	100	100	100	100
Covered <sup>1</sup> .....	96	97	96	91	98	95	95	97	97	96
In full .....	5	5	4	10	8	4	9	3	4	5
Scheduled cash allowance .....	61	62	62	47	63	60	50	66	71	59
Subject to copayment .....	23	24	21	27	17	26	17	26	22	24
Retail discount .....	16	15	17	22	18	15	21	13	9	17
Other <sup>2</sup> .....	4	4	5	4	6	3	6	3	2	5
Not covered .....	2	1	1	8	( <sup>3</sup> )	2	1	2	2	1
Not determinable .....	2	2	3	1	2	3	4	2	1	3

<sup>1</sup> The total is less than the sum of individual items because many participants are in plans with more than one type of limitation.

<sup>2</sup> Includes plans subject to coinsurance and retail discount.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Includes plans that provide coverage for elected contact lenses; medically

necessary contact lenses, i.e., cataract surgery, is normally provided under the surgical portion of the medical plan and is not described in this table.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category.

# Chapter 3. Retirement Income Benefits

## Defined Benefit Plans

**D**efined benefit pension plans provide employees with guaranteed retirement benefits based on predetermined benefit formulas. A participant's retirement age, length of service, and preretirement earnings may affect the benefits received. Definitions, key provisions, and related terms follow.

### Benefit Formulas

#### Traditional

*Terminal-earnings formulas.* Benefits are based on a percentage of average earnings during a specified number of years at the end of a worker's career (or when earnings are highest), multiplied by the number of years of service recognized by the plan.

*Career-earnings formulas.* Benefits are based on a percentage of an average of career earnings for every year of service recognized by the plan.

*Dollar amount formulas.* Benefits are based on a dollar amount per month for each year of service recognized by the plan.

*Percentage of contribution formulas.* Benefits are based on employer, and, occasionally, employee contributions. Benefits equal a percentage of total contributions.

#### Other types

*Cash balance formulas.* Benefits are computed as a percentage of each employee's account balance. Employers specify a contribution, and a rate of interest on that contribution, that will provide a predetermined amount at retirement, generally as a lump sum.

*Pension equity.* For each year of work, employees are credited with a percentage applied to their final average earnings. Benefits are generally disbursed as a lump sum.

#### Normal retirement

Normal retirement is the age at which plan participants may retire and receive all accrued benefits.

#### Early retirement

Early retirement is the age (or a combination of age and service) at which plan participants may retire and receive all accrued benefits, minus a reduction for the years prior to their normal retirement age.

#### Benefit payment methods

Payments from defined benefit plans may be in the form of a straight-life annuity, a joint-and-survivor annuity, a percentage of unreduced accrued benefit, or a lump sum.

*Straight-life annuity.* A periodic payment made for the life of the retiree, with no additional payments to survivors.

*Joint-and-survivor annuity.* The Employee Retirement Income Security Act of 1974 (ERISA) requires defined benefit pension plans that offer an annuity as a payment option to provide a qualified joint-and-survivor annuity (QJSA) as the normal benefit payment for married participants. A QJSA is an immediate annuity for the life of the participant and a survivor annuity for the life of the participant's spouse. The amount of the survivor annuity may not be less than 50 percent, or more than 100 percent, of the amount payable during the time the participant and spouse are both alive. The annuity payable for the life of the participant is lower than that for a straight-life annuity. To account for the increased length of time over which payments will be made, this reduction may be a percentage of the straight-life benefit, such as 10 percent, or may be based on the life expectancy of the participant and spouse (the so-called actuarial reduction).

*Percentage of unreduced accrued benefit.* Under this method, the participant's pension is not reduced to adjust for survivor benefits. The participant will receive an amount equal to the straight-life annuity, and the spouse will receive a proportion of that amount, often 50 percent, should the participant die.

*Lump-sum payment.* The participant may opt for a full lump sum, with no further benefits received from the plan. If a plan provides for a partial lump-sum payment, the participant will usually receive a reduced annuity as well.

**Vesting**

*Vesting* refers to the amount of time a participant must work before earning a nonforfeitable right to a retirement benefit. Once vested, the accrued benefit is retained even if the worker leaves the employer before reaching retirement age.

*Cliff vesting.* No vesting occurs until an employee satisfies the service requirements for 100-percent vesting—for example, after 5 years.

*Graded vesting.* An employee's nonforfeitable percentage of employer contributions increases over time, until reaching 100 percent.

**Integration with Social Security**

Defined benefit plans may “integrate” retirement benefits with Social Security benefits. Under this approach, the employer's contribution to Social Security (FICA taxes) is taken into account when plan benefits are computed. Integration may be accomplished by an offset or a step-rate method.

*Offset.* Part of a participant's Social Security benefit is subtracted from the benefit otherwise payable by the plan. The maximum allowable offset is 83.3 percent of the Social Security benefit. The most common offset is 50 percent.

*Step rate.* Lower benefit rates are applied to earnings up to the specified taxable Social Security wage base (that is, the earnings subject to Social Security tax) in a given year.

**Portability**

Portability is a participant's ability to maintain and transfer accumulated pension benefits when changing jobs. Portability provisions in defined benefit plans generally cover portability of assets, portability of credited service, or both.

*Portability of assets.* Participants can withdraw their accumulated pension benefits or transfer them to another retirement arrangement.

*Portability of credited service.* Participants are allowed to count the years of service with a previous employer when determining benefits from a later employer.

**Disability retirement**

Retirement resulting from a totally disabling injury or illness prior to eligibility for early or normal retirement. Plans providing disability retirement benefits may have a service requirement of 10 years or more. Benefits may be immediate or deferred.

**Postretirement pension increases**

Benefits received by retired participants may be adjusted to account for loss of purchasing power due to inflation. Some plans specify automatic cost-of-living increases, usually based on changes in the Consumer Price Index. Some employers provide discretionary or ad hoc increases to adjust retiree benefits for inflation.

**Table 66. Defined benefit plans: Summary of plan provisions, all private workers, National Compensation Survey, 2002**

Provisions	All employees	Occupational group			Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Benefits based on earnings ...	56	61	47	64	47	62	51	58	32	68
Benefits with integrated formula .....	34	41	21	40	31	36	36	34	10	46
Benefits subject to a maximum .....	25	29	17	39	16	31	28	25	14	31
Early retirement benefits available .....	83	79	88	96	86	82	82	84	88	81
Disability retirement benefits available .....	76	72	80	89	83	72	78	75	85	72

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 67. Defined benefit plans: Eligibility requirements, all private workers, National Compensation Survey, 2002**

Characteristics	All employees	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
All employees .....	100	100	100	100	100	100	100	100	100	100
Plan participation available to new employees .....	94	95	92	94	88	97	94	94	90	95
With minimum age and/or service requirements .....	73	78	65	77	61	81	78	72	61	79
Service requirement only ...	22	22	22	26	24	21	23	22	23	21
Less than 1 year .....	3	3	5	-	5	3	2	4	5	3
1 year .....	18	19	16	26	19	18	21	17	18	18
Greater than 1 year .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Age 21 .....	46	51	39	47	31	56	52	45	33	53
No service requirement ..	4	4	3	4	5	3	2	4	1	5
Less than 1 year .....	3	4	( <sup>1</sup> )	2	2	3	2	3	1	4
1 year .....	39	42	34	41	24	48	47	37	29	44
Greater than 1 year .....	1	( <sup>1</sup> )	2	-	( <sup>1</sup> )	2	1	1	2	( <sup>1</sup> )
Other than age 21 .....	5	6	5	5	7	4	3	6	5	5
No service requirement ..	2	2	1	-	3	1	-	2	( <sup>1</sup> )	3
Less than 1 year .....	1	1	( <sup>1</sup> )	-	-	1	1	1	( <sup>1</sup> )	1
1 year .....	3	2	3	5	4	2	2	3	4	2
No minimum age or service requirement .....	20	17	27	16	27	17	16	22	29	16
Plan participation not available to new employees .....	1	1	( <sup>1</sup> )	-	1	1	1	1	( <sup>1</sup> )	1
Not determinable .....	5	3	8	6	11	2	5	5	10	3
Average service requirement (in months) .....	11	11	12	12	11	12	12	11	12	11

<sup>1</sup> Less than 0.5 percent.  
NOTE: Because of rounding, sums of individual items may not equal

totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 68. Defined benefit plans: Plan sponsor, all private workers, National Compensation Survey, 2002**

Characteristics	Percent									
	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Single employer .....	88	95	78	81	82	91	84	89	69	97
Multi-employer group .....	12	5	22	19	18	9	16	11	31	3

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 69. Defined benefit plans: Primary formula, all private industry workers, National Compensation Survey, 2002**

Characteristic	Traditional					Cash balance	Pension equity
	Total	Percent of terminal earnings	Percent of career earnings	Dollar amount formula	Percent of contribution formula		
All employees .....	82	44	12	22	4	17	1
<b>Worker characteristics:</b>							
White-collar occupations .....	74	49	13	10	2	25	1
Blue-collar occupations .....	92	36	10	41	5	7	1
Service occupations .....	92	49	16	18	10	8	( <sup>1</sup> )
Full time .....	81	44	11	21	4	18	1
Part time .....	91	47	19	23	2	8	( <sup>1</sup> )
Union .....	90	22	10	50	8	9	( <sup>1</sup> )
Nonunion .....	77	55	13	8	1	21	1
Average wage less than \$15 per hour .....	86	50	13	17	5	13	1
Average wage \$15 per hour or higher .....	80	41	11	24	3	20	1
<b>Establishment characteristics:</b>							
Goods producing .....	91	42	5	40	4	8	1
Service producing .....	76	46	16	11	4	23	1
1-99 workers .....	83	42	8	22	10	17	1
100 workers or more .....	81	45	13	21	2	18	1
<b>Geographic areas:</b>							
Metropolitan areas .....	81	44	11	22	4	18	1
Nonmetropolitan areas .....	90	52	17	20	2	8	2
New England .....	79	54	10	14	1	21	-
Middle Atlantic .....	83	45	16	19	2	17	-
East North Central .....	89	42	10	35	3	10	1
West North Central .....	76	40	9	24	3	22	2
South Atlantic .....	77	53	7	15	2	23	1
West South Central .....	78	45	14	18	1	20	2
Pacific .....	82	38	11	21	12	16	1

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items

may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 70. Defined benefit plans: Integration with Social Security, all private industry workers, National Compensation Survey, 2002**

Characteristics	All workers	Occupational group			Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With integrated formula .....	34	41	21	40	31	36	36	34	10	46
Step rate excess .....	23	29	11	29	13	28	27	21	7	30
Social Security breakpoint .....	22	27	11	28	12	27	26	20	7	29
Dollar amount breakpoint .....	1	2	( <sup>1</sup> )	1	1	1	1	1	( <sup>1</sup> )	1
Offset by Social Security ...	11	13	10	12	17	8	9	12	3	15
Without integrated formula ..	65	59	77	60	68	64	63	66	88	54
Not covered under Social Security .....	1	( <sup>1</sup> )	2	-	2	( <sup>1</sup> )	1	( <sup>1</sup> )	2	( <sup>1</sup> )

<sup>1</sup> Less than 0.5 percent.

applicable, dash indicates no employees in this category, or data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals. Where

**Table 71. Defined benefit plans: Terminal earnings formulas, all private industry workers, National Compensation Survey, 2002**

Terminal earnings	All workers	Occupational group		Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100
Flat percent per year of service .....	42	41	42	47	39	40	42	42	41
Less than 1.00 percent .....	3	4	2	2	4	-	4	1	3
1.00-1.24 percent .....	6	4	11	9	4	9	5	5	6
1.25-1.49 percent .....	1	2	( <sup>1</sup> )	1	1	-	2	2	1
1.50-1.74 percent .....	19	18	22	24	17	9	22	19	19
1.75-1.99 percent .....	2	2	1	( <sup>1</sup> )	3	5	1	4	2
2.00-2.24 percent .....	7	7	3	5	8	13	5	11	6
2.25 percent or greater .....	3	4	2	5	2	4	3	1	3
Percent per year varies .....	51	54	47	46	54	55	50	35	54
By service .....	10	8	16	10	10	( <sup>1</sup> )	13	10	10
By earnings .....	29	33	16	19	34	41	26	19	31
By age .....	2	3	2	7	-	-	3	-	3
By earnings and service .....	10	10	12	10	9	14	8	6	10
Other .....	7	6	11	7	7	5	8	22	4
Average flat percent per year of service .....	1.57	1.60	1.44	1.54	1.59	1.71	1.54	1.67	1.55

<sup>1</sup> Less than 0.5 percent.

Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Table 72. Defined benefit plans: Definitions of terminal earnings , all private industry workers, National Compensation Survey, 2002**

Terminal earnings definition	All workers	Occupational group		Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100
One year .....	1	( <sup>1</sup> )	2	2	( <sup>1</sup> )	3	( <sup>1</sup> )	4	( <sup>1</sup> )
Three years .....	15	15	14	23	12	13	16	13	16
Last 3 .....	( <sup>1</sup> )	( <sup>1</sup> )	1	-	( <sup>1</sup> )	-	( <sup>1</sup> )	1	( <sup>1</sup> )
High 3 .....	1	1	1	1	1	4	( <sup>1</sup> )	2	1
Of last 10 .....	1	1	1	1	1	4	-	2	1
Of career .....	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	-	( <sup>1</sup> )	1	-
High consecutive 3 .....	14	14	12	22	10	9	16	9	15
Of last 10 .....	12	11	11	15	10	9	12	9	12
Of career .....	3	3	2	6	1	-	3	1	3
Of other time period .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	( <sup>1</sup> )	-	( <sup>1</sup> )
Five years .....	76	78	71	69	79	67	78	71	76
Last 5 .....	3	4	2	4	2	2	3	1	3
High 5 .....	24	24	25	26	23	21	25	23	24
Of last 10 .....	22	22	24	26	20	21	22	21	22
Of career .....	2	3	1	-	3	-	3	2	2
High consecutive 5 .....	49	50	44	39	54	45	50	47	49
Of last 10 .....	38	38	35	29	43	40	38	35	39
Of career .....	10	12	9	10	10	4	12	11	10
Of other time period .....	( <sup>1</sup> )	1	-	-	1	1	( <sup>1</sup> )	-	1
Other period .....	8	6	13	7	9	17	6	12	7

<sup>1</sup> Less than 0.5 percent.

Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals.

**Table 73. Defined benefit plans: Maximum benefit provisions, all private industry workers, National Compensation Survey, 2002**

Maximum benefit	All workers	Occupational group			Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Subject to maximum years of credited service .....	25	29	17	39	16	31	28	25	14	31
Less than 30 .....	4	5	4	4	( <sup>1</sup> )	7	11	3	2	5
30 .....	4	4	2	12	2	5	2	5	4	4
31 - 34 .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	2	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
35 .....	11	14	5	18	9	12	13	11	3	15
36 - 39 .....	-	-	-	-	-	-	-	-	-	-
40 .....	5	6	4	2	4	5	2	6	3	6
Greater than 40 .....	1	( <sup>1</sup> )	2	1	-	1	-	1	2	( <sup>1</sup> )
Not subject to maximum .....	57	50	70	43	67	51	48	59	72	49
Not determinable .....	18	21	13	18	18	18	24	16	14	20
Average credited service maximum .....	33.47	33.46	33.94	32.47	35.38	32.91	30.67	34.37	34.10	33.33

<sup>1</sup> Less than 0.5 percent.

applicable, dash indicates no employees in this category, or data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals. Where

**Table 74. Defined benefit plans: Age and service requirements for normal retirement,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Age or service requirement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
No age requirement .....	6	7	5	2	6	6	9	5	7	6
Less than 30 years of service .....	4	6	3	2	3	5	5	4	3	5
30 years of service .....	2	2	3	-	3	1	4	1	4	1
Age 55 .....	4	4	5	2	3	5	3	4	6	3
Less than 30 years of service .....	3	2	5	( <sup>2</sup> )	3	3	2	3	5	2
30 years of service .....	1	2	( <sup>2</sup> )	2	-	2	1	1	( <sup>2</sup> )	1
Age 60 .....	8	6	10	10	6	8	13	6	11	6
No service requirement ....	1	1	1	-	1	2	1	1	1	1
5 years of service .....	5	4	6	6	4	5	11	3	5	4
10 years of service .....	1	( <sup>2</sup> )	1	3	-	1	-	1	1	( <sup>2</sup> )
15 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
30 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	1	( <sup>2</sup> )	1	( <sup>2</sup> )	1	( <sup>2</sup> )
Age 62 .....	14	8	21	25	18	11	14	14	25	8
No service requirement ....	4	1	8	5	8	1	4	4	8	2
5 years of service .....	4	4	4	3	4	4	1	5	5	4
10 years of service .....	4	2	7	-	5	3	4	4	7	2
15 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	-
20 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	1	-	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	1	( <sup>2</sup> )
25 years of service .....	1	( <sup>2</sup> )	-	8	-	1	3	( <sup>2</sup> )	2	( <sup>2</sup> )
30 years of service .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )	-	1	-	( <sup>2</sup> )	-
Age 65 .....	66	74	53	61	63	67	60	67	48	74
No service requirement ....	28	34	20	28	25	30	27	29	21	32
5 years of service .....	28	33	20	32	21	32	23	30	16	34
10 years of service .....	4	3	5	-	4	4	8	2	5	3
Sum of age plus service <sup>3</sup> ....	2	2	1	-	2	1	-	2	1	2
Equals less than 80 .....	( <sup>2</sup> )	1	-	-	-	1	-	1	-	1
Equals 80 .....	( <sup>2</sup> )	-	1	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-
Equals 81-89 .....	1	1	( <sup>2</sup> )	-	2	( <sup>2</sup> )	-	1	( <sup>2</sup> )	1
Equals 90 .....	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )

<sup>1</sup> Normal retirement is defined as the point at which the participant could retire and immediately receive all accrued benefits by virtue of service and earnings, without reduction due to age. If a plan had alternative age and service requirements, the earliest age and associated service were tabulated; if one alternative did not specify an age, it was the requirement tabulated. Some age and service requirements are not shown separately.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> In some plans, participants must also satisfy a minimum age or service requirement.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 75. Defined benefit plans: Availability of lump sum benefits at retirement, all private industry workers, National Compensation Survey, 2002**

Option	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With lump sum available .....	48	58	35	32	37	54	58	45	34	55
Full lump sum available .....	38	46	29	25	29	44	44	37	28	44
Partial lump sum with reduced annuity .....	7	9	5	4	6	8	11	6	5	8
Other .....	3	3	1	3	2	3	3	2	1	3
No lump sum available .....	40	32	49	64	42	39	36	42	56	33
Not determinable .....	12	10	16	3	21	6	6	13	11	12

NOTE: Because of rounding, sums of individual items may not equal totals.      not meet publication criteria.  
Where applicable, dash indicates no employees in this category, or data do

**Table 76. Defined benefit plans: Age and service requirements for early retirement,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Age or service requirement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With early retirement available .....	83	79	88	96	86	82	82	84	88	81
No age requirement .....	3	3	4	2	4	3	1	4	5	3
Less than 30 years of service .....	2	3	1	2	1	3	1	2	1	2
30 years of service .....	1	( <sup>2</sup> )	4	-	4	-	-	2	3	( <sup>2</sup> )
Less than age 55 .....	11	9	14	8	14	9	16	10	19	7
5 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )
10 years of service .....	3	3	2	1	4	2	( <sup>2</sup> )	3	3	2
15 years of service .....	2	3	2	-	2	2	3	2	2	2
20 years of service .....	2	1	4	7	4	1	6	1	5	1
25 years of service .....	2	2	3	1	1	2	5	1	5	1
Age 55 .....	63	65	55	85	53	69	64	63	51	69
No service requirement <sup>3</sup> .....	1	1	1	2	1	2	2	1	1	2
5 years of service .....	25	25	21	41	22	27	18	27	20	27
10 years of service .....	27	29	22	29	25	27	29	26	21	30
15 years of service .....	6	6	4	9	2	8	10	4	4	6
20 years of service .....	3	2	5	3	2	3	3	3	3	3
25 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )
Age 60 .....	1	1	2	1	3	( <sup>2</sup> )	-	2	2	1
5 years of service .....	1	1	1	-	1	( <sup>2</sup> )	-	1	1	1
15 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	1	-	1	-	-	1	1	( <sup>2</sup> )
Age 62 .....	( <sup>2</sup> )	-	1	-	1	-	-	( <sup>2</sup> )	1	-
5 years of service .....	( <sup>2</sup> )	-	1	-	1	-	-	( <sup>2</sup> )	1	-
Sum of age plus service <sup>4</sup> .....	6	3	11	2	12	2	1	7	9	4
Equals less than 80 .....	3	3	3	2	6	1	1	4	1	4
Equals 80 .....	3	( <sup>2</sup> )	7	-	6	1	-	3	8	( <sup>2</sup> )
Early retirement not available .....	12	16	7	1	6	15	17	10	9	13
Not determinable .....	5	4	6	4	8	3	1	6	3	6

<sup>1</sup> Early retirement is defined as the point at which a worker could retire and immediately receive accrued benefits based on service and earnings but reduced for each year prior to normal retirement age. If a plan had alternative age and service requirements, the earliest age and associated service were tabulated; if one alternative did not specify an age, it was the requirement tabulated. Many age and service breaks are not shown separately.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Where no service requirement is specified for early retirement, the service required for full vesting, usually 5 years, applies.

<sup>4</sup> In some plans, participants must also satisfy a minimum age or service requirement.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 77. Traditional defined benefit plans: Age and service requirements for early retirement,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Age or service requirement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With early retirement available .....	96	97	93	98	92	98	97	96	95	96
No age requirement .....	2	( <sup>2</sup> )	4	-	5	-	1	2	5	( <sup>2</sup> )
Less than 30 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	1	-	1	-	1	-	1	( <sup>2</sup> )
30 years of service .....	2	( <sup>2</sup> )	4	-	4	-	-	2	4	( <sup>2</sup> )
Less than age 55 .....	13	12	15	9	16	12	19	12	21	9
5 years of service .....	( <sup>2</sup> )	1	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )
10 years of service .....	3	4	3	1	4	2	1	4	3	3
15 years of service .....	3	4	2	-	2	3	3	3	2	3
20 years of service .....	3	1	4	7	4	2	8	1	6	1
25 years of service .....	2	2	3	1	1	3	6	1	5	1
Age 55 .....	73	82	58	88	56	84	75	72	55	83
No service requirement <sup>3</sup> .....	2	2	1	2	1	2	3	1	1	2
5 years of service .....	29	32	22	42	23	33	22	31	22	33
10 years of service .....	30	36	23	30	27	33	34	29	22	35
15 years of service .....	7	8	5	10	2	10	12	5	4	8
20 years of service .....	3	2	5	3	2	4	4	3	4	3
25 years of service .....	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )
Age 60 .....	2	1	2	1	3	1	-	2	3	1
5 years of service .....	1	1	1	-	2	( <sup>2</sup> )	-	1	1	1
15 years of service .....	1	( <sup>2</sup> )	1	-	1	-	-	1	1	( <sup>2</sup> )
Age 62 .....	( <sup>2</sup> )	-	1	-	1	-	-	1	1	-
5 years of service .....	( <sup>2</sup> )	-	1	-	1	-	-	1	1	-
Sum of age plus service <sup>4</sup> .....	7	4	11	2	14	2	1	9	10	5
Equals less than 80 .....	4	4	3	2	7	2	1	4	1	5
Equals 80 .....	3	( <sup>2</sup> )	8	-	7	1	-	4	9	( <sup>2</sup> )
Early retirement not available .....	2	2	2	-	3	2	3	2	2	2
Not determinable .....	2	1	4	2	5	( <sup>2</sup> )	-	3	2	2

<sup>1</sup> Early retirement is defined as the point at which a worker could retire and immediately receive accrued benefits based on service and earnings but reduced for each year prior to normal retirement age. If a plan had alternative age and service requirements, the earliest age and associated service were tabulated; if one alternative did not specify an age, it was the requirement tabulated. Many age and service breaks are not shown separately.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Where no service requirement is specified for early retirement, the service required for full vesting, usually 5 years, applies.

<sup>4</sup> In some plans, participants must also satisfy a minimum age or service requirement.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 78. Defined benefit plans: Early retirement reductions,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Characteristic	Total	Uniform percentage of reduction <sup>2</sup>	Reduction varies by age <sup>3</sup> and/or service	Actuarial reduction	Other reduction <sup>4</sup>	Not determinable
All workers .....	100	36	36	20	1	6
<b>Worker characteristics</b>						
White collar .....	100	31	39	20	1	8
Blue collar .....	100	40	35	21	( <sup>5</sup> )	3
Service .....	100	55	21	16	( <sup>5</sup> )	7
Union .....	100	47	30	18	( <sup>5</sup> )	5
Nonunion .....	100	31	40	22	1	7
<b>Industry</b>						
Goods producing .....	100	40	41	16	( <sup>5</sup> )	2
Service producing .....	100	34	33	23	1	8
<b>Establishment size</b>						
1-99 workers .....	100	60	14	19	1	6
100 workers or more .....	100	30	43	21	( <sup>5</sup> )	6

<sup>1</sup> Reduction for each year prior to normal retirement.

<sup>2</sup> In specific cases, uniform percentage reductions may approximate actuarial reductions, such as early retirement at age 55 with a reduction of 6 percent per year between age 55 and the plan's normal retirement age of 62.

<sup>3</sup> Rate of reduction is held constant within age brackets, but differs among brackets, sometimes in approximation of an actuarial table. For example, benefits may be reduced by 6 percent for each year between age 60 and the plan's normal retirement age, and by 3 percent for each year retirement

precedes age 60. Also includes some plans that reduce benefits arithmetically for each year immediately below normal retirement age and actuarially below a specified age, usually 55.

<sup>4</sup> Reduced amount was not derived from normal retirement formula.

<sup>5</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 79. Traditional defined benefit plans: Early retirement reductions,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Characteristic	Total	Uniform percentage of reduction <sup>2</sup>	Reduction varies by age <sup>3</sup> and/or service	Actuarial reduction	Other reduction <sup>4</sup>	Not determinable
All workers .....	100	39	37	18	1	5
<b>Worker characteristics</b>						
White collar .....	100	34	41	17	1	7
Blue collar .....	100	40	35	21	( <sup>5</sup> )	3
Service .....	100	58	20	15	( <sup>5</sup> )	6
Union .....	100	48	30	17	( <sup>5</sup> )	5
Nonunion .....	100	33	41	19	1	6
<b>Industry</b>						
Goods producing .....	100	40	42	16	( <sup>5</sup> )	2
Service producing .....	100	38	34	20	1	8
<b>Establishment size</b>						
1-99 workers .....	100	61	14	18	1	6
100 workers or more .....	100	32	44	18	( <sup>5</sup> )	5

<sup>1</sup> Reduction for each year prior to normal retirement.

<sup>2</sup> In specific cases, uniform percentage reductions may approximate actuarial reductions, such as early retirement at age 55 with a reduction of 6 percent per year between age 55 and the plan's normal retirement age of 62.

<sup>3</sup> Rate of reduction is held constant within age brackets, but differs among brackets, sometimes in approximation of an actuarial table. For example, benefits may be reduced by 6 percent for each year between age 60 and the plan's normal retirement age, and by 3 percent for each year retirement

precedes age 60. Also includes some plans that reduce benefits arithmetically for each year immediately below normal retirement age and actuarially below a specified age, usually 55.

<sup>4</sup> Reduced amount was not derived from normal retirement formula.

<sup>5</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 80. Defined benefit plans: Method of calculating disability retirement benefits, all private industry workers, National Compensation Survey, 2002**

Characteristic	Total	With disability retirement available				Disability coverage not available	Not determinable
		Total	Benefits begin				
			Immediate <sup>1</sup>	Deferred	Not determinable		
All workers .....	100	76	40	33	3	13	11
<b>Worker characteristics</b>							
White collar .....	100	72	31	38	3	14	13
Blue collar .....	100	80	53	23	3	12	9
Service .....	100	89	46	41	3	5	6
Union .....	100	85	58	25	2	11	4
Nonunion .....	100	72	31	37	3	14	15
<b>Industry</b>							
Goods producing .....	100	83	53	27	3	5	11
Service producing .....	100	72	32	37	3	17	11
<b>Establishment size</b>							
1-99 workers .....	100	78	37	37	4	17	4
100 workers or more .....	100	75	41	32	3	11	13

<sup>1</sup> Immediate disability pensions may be supplemented by additional allowances until an employee reaches a specified age or becomes eligible for Social Security.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 81. Defined benefit plans: Postretirement survivor benefits, all private industry workers, National Compensation Survey, 2002**

Survivor benefit	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With postretirement survivor benefits .....	99	100	97	98	97	100	100	98	99	98
Joint and survivor annuity <sup>1</sup> .....	94	96	90	96	88	98	98	93	93	94
50 percent only .....	26	25	26	36	20	30	35	24	34	22
51-99 percent only .....	1	( <sup>2</sup> )	4	-	4	-	-	2	3	( <sup>2</sup> )
100 percent only .....	1	1	2	2	2	1	( <sup>2</sup> )	2	1	1
Retiree choice of percentages ..	62	67	57	55	62	63	61	63	53	67
Not determinable .....	3	4	1	4	( <sup>2</sup> )	4	3	3	2	3
Percent of accrued benefit .....	5	3	8	2	9	2	2	6	6	4
No post retirement survivor benefits .....	1	( <sup>2</sup> )	3	2	3	( <sup>2</sup> )	-	2	1	2

<sup>1</sup> An annuity that provides income during the lifetime of both the retiree and the surviving spouse. The accrued pension will usually be actuarially reduced at retirement because of the longer time that payments are expected to be made. Employees and their spouses are required to waive the spouse annuity in writing if they desire a pension during the employee's lifetime only or another option offered by the plan, such as guarantee of payment for a

specified period.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 82. Defined benefit plans: Preretirement survivor benefits, all private industry workers, National Compensation Survey, 2002**

Survivor benefit	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With preretirement survivor benefits <sup>1</sup> .....	97	99	95	96	95	99	100	97	97	98
Equivalent to joint-and-survivor annuity <sup>2</sup> .....	84	82	88	86	82	85	88	83	92	80
50 percent of employee's pension .....	66	62	71	76	63	68	67	66	77	62
Other percent of employee's pension <sup>3</sup> .....	3	2	4	4	4	3	6	2	3	3
Employee choice of percent .....	11	13	10	4	13	10	13	11	11	12
Percent of accrued benefit .....	13	16	8	10	13	13	11	13	4	17
Other <sup>4</sup> .....	1	1	-	( <sup>5</sup> )	( <sup>5</sup> )	1	( <sup>5</sup> )	1	( <sup>5</sup> )	1
No preretirement survivor benefits ...	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	-	( <sup>5</sup> )	-	-	( <sup>5</sup> )	-	( <sup>5</sup> )
Not determinable .....	3	1	5	4	5	1	-	3	3	2

<sup>1</sup> Survivor annuity is based upon the benefit the employee would have received if retirement had occurred on the date of death.

<sup>2</sup> The spouse annuity is computed as if the employee had retired with a joint-and-survivor annuity. That is, the accrued pension is first reduced because of the longer time that payments were expected to be made to both the retiree and the surviving spouse. The spouse's share is then the specified percent of the reduced amount.

<sup>3</sup> Other percentages range from 51 to 100 percent of retiree's pension.

<sup>4</sup> Includes annuity based on a dollar amount formula or percent of earnings.

<sup>5</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 83. Defined benefit plans: Vesting requirements, all private industry workers, National Compensation Survey, 2002**

Vesting requirement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Immediate full vesting .....	4	3	4	3	5	3	1	4	6	3
Cliff vesting <sup>1</sup> .....	87	87	86	88	83	89	86	87	88	86
With full vesting:										
At any age .....	85	84	86	86	81	87	86	84	88	83
Less than 5 years .....	1	1	1	1	( <sup>2</sup> )	1	1	1	( <sup>2</sup> )	1
5 years .....	82	82	82	84	80	84	80	83	84	82
10 years .....	1	( <sup>2</sup> )	2	( <sup>2</sup> )	( <sup>2</sup> )	1	3	( <sup>2</sup> )	2	( <sup>2</sup> )
Other .....	2	3	( <sup>2</sup> )	2	2	2	-	3	( <sup>2</sup> )	3
Graded vesting <sup>3</sup> .....	6	7	5	9	5	7	12	5	5	7
Not determinable .....	3	3	5	( <sup>2</sup> )	7	1	1	4	1	4

<sup>1</sup> Under a cliff vesting schedule, an employee is not entitled to any benefits accrued under a pension plan until satisfying the requirement for 100-percent vesting.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Graduated vesting schedules give an employee rights to a gradually increasing share of pension benefits determined by years of service,

eventually reaching 100-percent vesting status.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 84. Defined benefit plans: Provisions for early receipt of deferred vested benefits, all private industry workers, National Compensation Survey, 2002**

Early retirement provision	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Immediate .....	18	25	7	12	7	24	25	16	12	21
Early retirement .....	61	56	67	75	64	59	58	62	64	60
Reduction same as early retirement .....	43	39	44	67	38	46	43	43	40	44
Reduction not the same as early retirement .....	14	12	20	6	22	10	14	14	20	11
Not determinable .....	4	4	4	2	4	4	1	5	4	4
Normal retirement .....	11	12	11	8	12	11	8	12	12	11
Not determinable .....	10	7	15	5	17	6	10	10	12	9

NOTE: Because of rounding, sums of individual items may not equal totals. not meet publication criteria.  
Where applicable, dash indicates no employees in this category, or data do

**Table 85. Traditional defined benefit plans: Provisions for early receipt of deferred vested benefits, all private industry workers, National Compensation Survey, 2002**

Early retirement provision	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Immediate .....	5	6	2	9	1	7	11	3	5	4
Early retirement .....	72	71	71	79	69	74	68	73	70	73
Reduction same as early retirement .....	50	50	47	71	41	57	50	51	43	54
Reduction not the same as early retirement .....	17	16	21	7	24	12	16	17	22	14
Not determinable .....	4	5	4	2	4	4	2	5	4	4
Normal retirement .....	12	14	11	8	12	13	9	13	12	12
Not determinable .....	11	9	16	3	18	6	12	11	12	10

NOTE: Because of rounding, sums of individual items may not equal totals.      not meet publication criteria.  
Where applicable, dash indicates no employees in this category, or data do

**Table 86. Cash balance plans: Percentage basis of employer contributions, all private industry workers, National Compensation Survey, 2002**

Basis of employer contributions	All workers	White-collar occupations	Service-producing industries	Establishments with 100 workers or more	Nonunion
Total .....	100	100	100	100	100
Flat percent .....	18	18	10	22	20
Percent based on .....	80	81	87	75	78
Social Security wage base .....	9	11	11	7	11
Age .....	58	59	64	51	56
Service .....	53	52	57	52	48
Earnings .....	16	17	18	19	18
Not determinable .....	2	2	2	3	1

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates

no employees in this category, or data do not meet publication criteria.

## Defined Contribution Plans

**D**efined contribution plans are retirement plans that specify the level of employer contributions and place those contributions into individual employee accounts.

### Plan types

*Savings and thrift plan.* A retirement plan under which employees may contribute a predetermined portion of their (usually pretax) earnings to an individual account, all or part of which the employer matches. Employers may match a fixed percentage of employee contributions or a percentage that varies by length of service, the amount of employee contribution, or other factors. Contributions are invested as directed by the employee or employer. Although usually designed as a long-term savings vehicle, savings and thrift plans may allow preretirement withdrawals and loans.

*Deferred profit-sharing plan.* A retirement plan under which a company credits a portion of company profits to employees' accounts. Plans may set a fixed formula for sharing profits, but this is not a requirement. Most plans hold money in employee accounts until retirement, disability, or death.

*Money purchase pension plan.* A retirement plan under which fixed employer contributions, typically calculated as a percentage of employee earnings, are allocated to individual employee accounts. Some plans may allow employee contributions, but employees are usually not required to make any contributions. Employers also may make profit-sharing contributions to these plans at their discretion.

*Employee stock ownership plan (ESOP).* A retirement plan under which the employer pays a designated amount, often borrowed, into a fund, which then invests primarily in company stock. Any debt incurred in the purchase of the stock is repaid by the company. Stock is then distributed to employees according to an allocation formula.

*Simplified employee pensions (SEPs).* Arrangements under which an individual retirement account (IRA) is established for each eligible employee. The employee is immediately vested in employer contributions and generally directs the investment of the money. These arrangements are sometimes called SEP-IRAs.

*Savings incentive match plan (SIMP).* This type of plan can be adopted by employers with 100 or fewer employees and who do not offer any other retirement plans. The plan can involve either IRAs established for each employee or part of a 401(k) plan. Generally, employee and employer contributions are tax deductible. SIMPs are subject to simplified reporting requirements.

### Investment choices

*Company stock.* Employees receive equity in the company that sponsors the defined contribution plan.

*Common stock fund.* A professionally managed fund that invests in the common stock of a variety of companies.

*Fixed-interest securities.* Bonds and other non-Federal instruments that pay a fixed interest rate over a designated period.

*Diversified investments.* Any professionally managed fund that invests in more than one type of equity or debt instrument.

*Money market fund.* A professionally managed mutual fund that buys high-quality, short-term notes, or certificates of deposit. The fund sells shares to investors who receive regular payments of interest.

### Withdrawals, loans, and distributions

*Withdrawals.* Prior to normal payout (usually at retirement), defined contribution plan participants may be allowed to withdraw all or a portion of the employer funds from their accounts. While most early withdrawals incur tax penalties, hardship withdrawals do not. (See next paragraph.) To avoid tax penalties, many plans have loan provisions that allow employees to borrow from their accounts, with interest, for a specified period.

*Hardship withdrawals.* Employees are usually not penalized when money is withdrawn as a result of a hardship, often defined as a death or an illness of a family member, education expenses, sudden uninsured losses, or a need to prevent eviction from one's primary residence.

*Loans.* Defined contribution plans may allow participants to borrow employer funds, with interest, from their accounts. Loan amounts are often limited to a portion of the account balance and usually have to be repaid within 5 years. Longer payment periods may apply for home purchase or renovation loans.

*Transfers or rollovers.* A rollover is a direct payment of plan benefits from a defined contribution plan into an IRA or another employer's plan. In a direct rollover, the employee is not taxed on the payment until it is withdrawn or distributed at a later time.

*Distribution.* At retirement, defined contribution plans normally allow for payout in the form of a lump sum, a lifetime

annuity, or installments over a specified period. While there is no tax penalty if the distribution takes place after age 59½, the distribution is subject to ordinary income tax.

*Lump-sum distribution.* An immediate disbursement of employer and employee contributions and any investment earnings.

*Annuity.* An annuity is a form of distribution that provides periodic payments over a specified period. Straight-life annuities provide payments, usually monthly, for the lifetime of a retiree. Joint-and-survivor annuities provide payments to a retiree and, upon the retiree's death, payments to a surviving spouse.

*Installment payments.* Employees receive payments from the employer at fixed intervals—for example equal payments over 5 years.

### **Vesting**

Vesting is the amount of time an individual must work before earning a nonforfeitable right to a retirement benefit. Once vested, the accrued benefit is retained even if the worker leaves the employer before reaching retirement age. While, under the Employee Retirement Income Security Act, defined contribution plans are subject to the same vesting rules as defined benefit plans, vesting schedules vary. Vesting schedules apply only to employer contributions; employee contributions (including pretax contributions) are always 100 percent vested.

*Immediate full vesting.* Employees are immediately eligible to receive 100 percent of employer contributions.

*Graded vesting.* An employee's nonforfeitable percentage of employer contributions increases over time, until vesting reaches 100 percent.

*Cliff vesting.* No vesting occurs until an employee satisfies the service requirements for 100-percent vesting—for example, after 5 years.

### **Employer contribution methods**

*Specified matching percentage.* A feature that is common in savings and thrift plans, the employer matches a specified percentage of employee contributions. The matching percentage can vary by length of service, amount of employee contribution, and other factors.

*Fixed-percentage-of-profits formula.* A feature that is common in deferred profit-sharing plans, the employer contributes a fixed percentage of total annual profits to the plan. For example, no matter what the level of profits, 5 percent is contributed to the plan. Profits may include those for the entire company or just those in a specific business unit. In a variation of this formula, employers set aside a "reserve amount" of profits (for example, \$1,000,000) and pay only a fixed percentage of those profits above this amount into the employees' defined contribution plan.

*Percentage of employee earnings.* A feature that is common in money purchase plans, the employer contributes a fixed percentage of each employee's earnings to his or her individual account.

### **Related plans and terms**

*Stock bonus plan.* Contributions are placed in a trust fund that invests in securities, including those of the employing company. This type of plan is financed by the employer or jointly by the employer and employee. Upon the employee's retirement or separation from the company, proceeds from the trust fund are paid out in the form of company stock or cash.

*Internal Revenue Code (IRC) Section 401(k) plan.* Plan that allows employees to make pretax contributions into deferred compensation plans through salary reduction agreements. These arrangements are often associated with savings and thrift and other defined contribution plans.

**Table 87. Defined contribution plans: Participation in types of plans and 401(k) with employer contributions, all private industry workers, National Compensation Survey, 2002**

Characteristic	Savings and thrift	Deferred profit sharing	Employee stock ownership	Money purchase pension	Stock bonus	Simplified employee pension	Savings incentive match plan	Other	Salary reduction with employer contributions
All workers .....	70	26	5	8	( <sup>1</sup> )	2	3	2	83
<b>Occupational group:</b>									
White collar .....	71	24	5	9	( <sup>1</sup> )	3	3	1	84
Blue collar .....	69	30	4	5	( <sup>1</sup> )	1	5	3	80
Service .....	67	22	4	12	( <sup>1</sup> )	3	3	1	86
Full time .....	70	26	4	8	( <sup>1</sup> )	3	3	2	83
Part time .....	64	26	11	6	( <sup>1</sup> )	( <sup>1</sup> )	6	1	81
Union .....	68	20	5	15	-	1	( <sup>1</sup> )	1	82
Nonunion .....	70	26	5	8	( <sup>1</sup> )	3	4	2	83
Average wage less than \$15 per hour .....	68	25	7	7	( <sup>1</sup> )	2	5	2	82
Average wage \$15 per hour or higher .....	71	26	3	9	( <sup>1</sup> )	3	2	1	84
<b>Industry:</b>									
Goods producing .....	70	31	3	6	( <sup>1</sup> )	3	2	2	82
Service producing .....	70	24	6	9	( <sup>1</sup> )	2	4	2	83
<b>Establishment size:</b>									
1-99 workers .....	58	28	3	7	( <sup>1</sup> )	6	8	2	74
100 workers or more .....	78	24	6	9	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	1	89
<b>Geographic areas:</b>									
Metropolitan .....	70	26	5	8	( <sup>1</sup> )	3	3	1	83
Nonmetropolitan .....	69	22	6	10	( <sup>1</sup> )	2	4	2	83
New England .....	59	33	2	12	-	2	1	7	78
Middle Atlantic .....	73	23	3	12	-	( <sup>1</sup> )	1	-	87
East North Central .....	61	30	3	10	1	3	9	1	79
West North Central .....	71	31	5	8	-	2	4	1	86
South Atlantic .....	66	29	10	5	( <sup>1</sup> )	5	3	1	79
East South Central .....	71	28	2	3	-	8	1	1	85
West South Central .....	75	20	8	9	-	2	2	2	82
Mountain .....	76	20	5	9	( <sup>1</sup> )	( <sup>1</sup> )	2	3	85
Pacific .....	82	15	4	6	( <sup>1</sup> )	1	1	1	90

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 88. Savings and thrift plans: Summary of provisions, all private industry workers, National Compensation Survey, 2002**

Provision	All workers	Occupational group			Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Automatic enrollment feature .....	5	4	6	5	7	4	4	5	4	5
Pretax contributions allowed .....	97	97	98	93	98	97	96	98	97	97
Employee choice of investments for employee contributions .....	81	83	77	71	77	82	69	86	78	81
Immediate full vesting .....	26	24	27	33	27	25	24	27	26	26

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 89. Savings and thrift plans: Plan sponsor, all private industry workers, National Compensation Survey, 2002**

Characteristic	Total	Single employer	Multi-employer group	Employer association
All Workers .....	100	96	4	( <sup>1</sup> )
<b>Worker characteristics</b>				
White collar .....	100	95	5	( <sup>1</sup> )
Blue collar .....	100	97	3	-
Service .....	100	91	9	-
Union .....	100	95	5	-
Nonunion .....	100	96	4	( <sup>1</sup> )
<b>Industry</b>				
Goods producing .....	100	99	1	-
Service producing .....	100	94	6	( <sup>1</sup> )
<b>Establishment size</b>				
1-99 workers .....	100	96	4	( <sup>1</sup> )
100 workers or more .....	100	96	4	-

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 90. Savings and thrift plans: Maximum employee contributions,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Maximum employee contribution	All Workers	Occupational group			Industry		Establishment size		Union	Non-union	Average wage less than \$15 per hour	Average wage \$15 per hour or higher
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more				
Total .....	100	100	100	100	100	100	100	100	100	100	100	100
Percentage of employee earnings .....	74	73	76	77	80	71	72	74	76	74	75	73
Under 10 percent .....	1	1	1	5	-	2	(2)	2	(2)	1	2	1
10 percent .....	2	2	4	1	3	2	4	1	2	2	2	3
11 percent .....	(2)	(2)	(2)	-	(2)	(2)	-	(2)	-	(2)	(2)	(2)
12 percent .....	1	2	1	(2)	2	1	1	1	(2)	1	1	1
13-14 percent .....	1	1	1	-	2	(2)	(2)	1	(2)	1	(2)	1
15 percent .....	32	30	34	43	36	30	42	27	18	33	34	31
16 percent .....	9	9	9	5	11	8	6	10	26	7	6	10
17 percent .....	2	2	3	-	1	2	2	2	(2)	2	2	2
18 percent .....	4	5	3	4	2	5	3	5	-	5	4	5
19 percent .....	(2)	(2)	(2)	-	(2)	(2)	(2)	(2)	-	(2)	(2)	(2)
20 percent .....	13	13	12	11	13	12	7	15	13	13	15	11
Greater than 20 percent .....	8	8	8	8	9	8	6	9	16	7	9	7
Specified dollar amount .....	2	1	1	4	1	2	1	2	1	2	2	1
Up to Internal Revenue Code limit .....	23	25	22	18	17	26	26	22	23	23	21	25
Not Determinable .....	1	1	2	1	2	1	(2)	2	(2)	2	1	2
Average <sup>3</sup> maximum contribution (percent of earnings) .....	16.8	16.9	16.7	16.1	16.8	16.8	16.2	17.1	17.9	16.7	17.0	16.6

<sup>1</sup> Includes contributions that are not matched by the employer. If maximum contributions vary, such as by length of service, the highest possible contribution was tabulated.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> The average is presented for all covered workers; averages exclude workers

without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 91. Savings and thrift plans: Method of determining employee pretax contribution, all private industry workers, National Compensation Survey, 2002**

Method of pretax contributions	All workers	Occupational group			Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Pretax contributions allowed .....	97	97	98	93	98	97	96	98	97	97
All contributions must be pretax .....	60	58	61	76	61	60	66	56	44	61
At option of employee, all contributions .....	34	36	33	17	32	35	28	37	48	33
At option of employee, up to specified amount .....	1	1	1	( <sup>1</sup> )	( <sup>1</sup> )	1	1	1	2	1
Initial contributions must be pretax; additional contributions cannot be pretax .....	1	1	2	-	3	( <sup>1</sup> )	1	2	3	1
Pretax allowed, options unknown .....	1	1	2	-	2	1	( <sup>1</sup> )	2	( <sup>1</sup> )	1
No pretax contributions allowed .....	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )	1	( <sup>1</sup> )	-	1	1	( <sup>1</sup> )
Not determinable .....	2	2	1	7	1	3	4	2	1	3

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 92. Savings and thrift plans: Maximum pretax employee contributions,<sup>1</sup> all private industry workers, National Compensation Survey, 2002**

Maximum pretax contribution	All workers	Occupational group			Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Percent of employee earnings .....	74	73	75	79	80	72	72	75	77	74
Under 10 percent .....	2	1	1	6	-	2	( <sup>2</sup> )	2	1	2
10 percent .....	3	3	4	2	5	2	4	2	2	3
11 percent .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )
12 percent .....	1	1	1	( <sup>2</sup> )	2	1	1	1	( <sup>2</sup> )	1
13 - 14 percent .....	1	1	1	-	2	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	1
15 percent .....	33	31	34	46	38	31	43	28	20	34
16 percent .....	9	9	9	5	11	8	7	10	26	7
17 percent .....	2	1	3	-	1	2	2	2	( <sup>2</sup> )	2
18 percent .....	4	4	3	4	( <sup>2</sup> )	5	3	4	-	4
Greater than 18 percent .....	19	20	19	15	20	19	12	23	27	19
Amount not determinable ..	1	1	1	1	1	1	( <sup>2</sup> )	1	( <sup>2</sup> )	1
Specified dollar amount .....	2	1	1	4	1	2	1	2	1	2
Up to Internal Revenue code limit .....	23	24	21	17	17	25	26	21	22	23
Option unknown .....	1	1	2	-	2	1	( <sup>2</sup> )	2	( <sup>2</sup> )	1
Average <sup>3</sup> maximum pretax contribution .....	16.5	16.6	16.6	15.5	16.4	16.6	15.8	16.9	17.5	16.4

<sup>1</sup> Includes contributions that are not matched by the employer. If maximum contributions vary, such as by length of service, the highest possible contribution was tabulated.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> The average is presented for all covered workers; averages exclude workers

without the plan provision.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 93. Savings and thrift plans: Method of employer matching contributions, all private industry workers, National Compensation Survey, 2002**

Characteristic	Total	Specified matching percent <sup>1</sup>	Varies by service	Varies by amount of contribution	Varies by investment choice	Varies by profit level	Other	Not determinable
All workers .....	100	68	3	13	( <sup>2</sup> )	1	7	8
<b>Occupational group</b>								
White collar .....	100	70	2	14	-	1	6	8
Blue collar .....	100	62	5	13	( <sup>2</sup> )	2	11	8
Service .....	100	71	5	14	-	( <sup>2</sup> )	2	8
<b>Industry</b>								
Goods producing .....	100	70	4	11	( <sup>2</sup> )	2	5	8
Service producing .....	100	67	3	14	-	1	8	8
<b>Establishment size</b>								
1-99 workers .....	100	66	1	14	-	1	10	9
100 workers or more .....	100	69	4	13	( <sup>2</sup> )	2	5	7
Union .....	100	58	12	14	-	2	10	5
Nonunion .....	100	69	2	13	( <sup>2</sup> )	1	7	8

<sup>1</sup> Plans where the employer matches a specified percent of employee contributions. For example, the employer matches 50 percent of employee earnings up to 6 percent.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 94. Savings and thrift plans: Employee contributions by employer specified matching percentage, all private industry workers, National Compensation Survey, 2002**

Specified matching percentage and employee contribution	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Under 2 percent .....	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )
2 percent .....	5	4	4	11	4	5	3	5	2	5
3 percent .....	10	8	13	16	10	10	7	11	11	10
4 percent .....	15	15	15	19	18	14	15	15	5	16
5 percent .....	16	17	16	7	14	17	11	18	11	16
6 percent .....	42	44	36	43	35	45	50	38	56	41
Greater than 6 percent .....	11	10	13	3	17	8	11	10	16	10
1-49 percent employer match										
Total employee contribution ...	15	14	13	35	18	14	24	11	13	15
Under 2 percent .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )
2 percent .....	1	( <sup>1</sup> )	2	( <sup>1</sup> )	2	( <sup>1</sup> )	( <sup>1</sup> )	1	2	1
3 percent .....	1	1	1	3	2	1	1	1	( <sup>1</sup> )	1
4 percent .....	3	3	2	8	1	4	8	1	1	3
5 percent .....	1	1	1	1	3	1	( <sup>1</sup> )	2	-	1
6 percent .....	8	7	5	24	6	8	11	6	8	8
Greater than 6 percent .....	2	2	2	-	5	( <sup>1</sup> )	4	( <sup>1</sup> )	2	2
50 percent employer match										
Total employee contribution ...	40	39	45	35	44	39	33	44	35	41
2 percent .....	1	1	1	5	1	2	-	2	-	2
3 percent .....	4	3	5	3	1	5	( <sup>1</sup> )	5	4	4
4 percent .....	7	6	7	10	10	5	6	7	2	7
5 percent .....	3	2	7	4	4	3	5	3	2	4
6 percent .....	19	20	17	11	21	18	18	20	15	19
Greater than 6 percent .....	6	6	6	2	6	6	5	7	11	6
51-99 percent employer match										
Total employee contribution ...	9	9	10	1	8	9	11	7	32	7
3 percent .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )
4 percent .....	1	1	-	( <sup>1</sup> )	1	1	1	1	-	1
5 percent .....	1	1	1	-	-	2	2	1	1	1
6 percent .....	6	6	7	-	5	6	7	5	29	4
Greater than 6 percent .....	1	1	2	-	2	1	1	1	1	1
100 percent employer match										
Total employee contribution ...	34	36	31	29	29	37	29	37	21	35
Under 2 percent .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )
2 percent .....	3	3	1	6	1	3	3	2	( <sup>1</sup> )	3
3 percent .....	5	4	6	9	6	4	6	4	5	5
4 percent .....	5	5	6	1	7	4	1	7	2	5
5 percent .....	10	12	7	1	6	12	4	12	8	10
6 percent .....	9	9	7	8	3	11	12	7	3	9
Greater than 6 percent .....	2	1	3	1	4	1	( <sup>1</sup> )	2	2	2

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 95. Savings and thrift plans: Investment choices for employee contributions, all private industry workers, National Compensation Survey, 2002**

Number of investment choices	All workers	Occupational group			Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total employee contributions ..	100	100	100	100	100	100	100	100	100	100
Employee permitted to choose investments .....	81	83	77	71	77	82	69	86	78	81
2 choices .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )
3 choices .....	1	1	1	( <sup>1</sup> )	1	1	1	1	1	1
4 choices .....	1	1	2	1	2	1	1	2	2	1
5 choices .....	4	3	4	6	2	4	3	4	5	4
6 choices .....	3	3	1	2	( <sup>1</sup> )	3	1	3	1	3
7 choices .....	5	4	8	2	7	4	3	6	5	5
8 choices .....	7	7	7	11	4	9	5	9	10	7
9 choices .....	4	4	6	4	6	4	4	4	8	4
10 choices .....	4	5	4	1	4	4	4	5	2	4
More than 10 choices .....	26	27	24	24	25	26	17	30	29	25
Not determinable .....	25	28	19	20	26	24	30	22	15	26
Employee not permitted to choose investments .....	3	2	3	9	1	3	5	1	( <sup>1</sup> )	3
Not determinable .....	17	15	20	20	22	15	26	12	22	16

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 96. Savings and thrift plans: Investment types allowed for employee contributions, all private industry workers, National Compensation Survey, 2002**

Investment choice	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total with investment choice allowed .....	81	83	77	71	77	82	69	86	78	81
Company stock .....	25	26	23	21	25	25	15	30	42	23
Other common stock fund .....	45	44	46	45	38	47	31	52	53	44
Fixed interest securities or investments .....	40	41	40	40	32	44	29	46	54	39
Diversified investments .....	47	46	50	48	45	48	37	53	59	46
Other <sup>1</sup> .....	22	23	23	7	16	24	19	23	26	21
Not determinable .....	3	3	3	1	4	3	2	4	5	3
No choice of investment .....	3	2	3	9	1	3	5	1	( <sup>2</sup> )	3
Not determinable .....	17	15	20	20	22	15	26	12	22	16

<sup>1</sup> Includes purchase of life insurance, annuities, real estate, mortgage, and deposits in credit unions or savings accounts.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 97. Savings and thrift plans: Eligibility requirements, all private industry workers, National Compensation Survey, 2002**

Eligibility requirement	All workers	Occupational group			Industry		Establishment size		Union	Non-union
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
With minimum age and/or service requirement .....	78	77	77	87	69	81	85	74	56	80
Service requirement only .....	29	30	26	31	33	27	21	33	23	29
3 months or less .....	9	9	11	1	13	7	6	10	6	9
4-5 months .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	-	( <sup>1</sup> )
6 months .....	4	4	1	10	2	4	4	3	1	4
1 year .....	16	16	14	19	19	14	11	18	15	16
Greater than 1 year .....	1	1	-	1	-	1	( <sup>1</sup> )	1	( <sup>1</sup> )	1
Age 21 .....	41	39	40	54	25	47	50	36	27	42
No service requirement ....	2	2	3	1	( <sup>1</sup> )	3	1	3	( <sup>1</sup> )	2
1-11 months .....	9	9	7	24	4	11	7	10	8	9
1 year .....	29	29	30	28	20	32	42	22	17	30
Greater than 1 year .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Other than age 21 .....	8	8	10	2	11	7	14	5	7	8
No service requirement ....	1	1	1	( <sup>1</sup> )	-	2	2	1	1	1
1-11 months .....	5	5	6	( <sup>1</sup> )	8	3	8	3	3	5
1 year .....	2	2	4	2	3	2	4	2	2	2
No minimum age or service requirement .....	15	16	15	5	20	13	9	18	31	14
Not determinable .....	7	7	8	8	11	6	5	8	14	7
Average service requirement ...	9.1	9.2	9.0	9.3	8.5	9.4	9.5	8.9	9.1	9.1

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 98. Savings and thrift plans: Automatic enrollment requirements, all private industry workers, National Compensation Survey, 2002**

Automatic enrollment requirement	All workers	Occupational group			Industry		Establishment size		Union	Nonunion
		White collar	Blue collar	Service	Goods producing	Service producing	1-99 workers	100 workers or more		
Total .....	100	100	100	100	100	100	100	100	100	100
Required method based on percent .....	3	3	4	5	5	3	2	4	4	3
0.01-1.99 .....	(1)	(1)	(1)	2	-	1	-	1	2	(1)
2.00-2.99 .....	1	1	3	2	3	1	2	1	1	1
3.00-3.99 .....	1	1	1	1	2	1	-	2	1	1
4.00 or greater .....	(1)	(1)	-	(1)	(1)	(1)	-	(1)	-	(1)
Based on other method .....	(1)	(1)	(1)	-	-	(1)	-	(1)	-	(1)
Method not determinable ..	1	1	1	(1)	2	1	2	1	1	1
Not required .....	86	87	85	82	83	88	81	89	90	86
Not determinable .....	9	9	9	14	10	9	15	6	5	10
Average percent .....	2.5	2.8	2.2	1.9	2.5	2.4	2.0	2.6	1.6	2.6

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 99. Savings and thrift plans: Vesting provisions, all private industry workers, National Compensation Survey, 2002**

Characteristic	Total	Immediate full vesting	Cliff vesting <sup>1</sup>	Graded vesting <sup>2</sup>	Not determinable
All workers .....	100	26	19	47	8
<b>Occupational group</b>					
White collar .....	100	24	21	48	7
Blue collar .....	100	27	17	45	10
Service .....	100	33	12	50	5
<b>Industry</b>					
Goods producing .....	100	27	17	45	11
Service producing .....	100	25	20	48	7
<b>Establishment size</b>					
1-99 workers .....	100	24	11	57	8
100 workers or more .....	100	27	23	42	8
Union .....	100	26	34	28	12
Nonunion .....	100	26	18	49	8

<sup>1</sup> Under cliff vesting, an employee is not entitled to any benefits until satisfying requirements for 100 percent vesting.

<sup>2</sup> Under graduated vesting, an employee's rights to benefits increase with length of service, eventually reaching 100 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 100. Deferred profit sharing plans: Employer contribution, all private industry workers, National Compensation Survey, 2002**

Characteristic	Total	Based on stated formula	No predetermined formula	Not determinable
All workers .....	100	55	39	6
<b>Occupational group</b>				
White collar .....	100	51	42	8
Blue collar .....	100	63	33	4
Nonunion .....	100	53	41	7
<b>Industry</b>				
Goods producing .....	100	65	35	-
Service producing .....	100	50	41	9
<b>Establishment size</b>				
1-99 workers .....	100	56	39	5
100 workers or more .....	100	53	39	7

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable,

dash indicates no employees in this category, or data do not meet publication criteria.

**Table 101. Deferred profit sharing plans: Allocation of employer contributions to individual employee accounts, all private industry workers, National Compensation Survey, 2002**

Characteristic	Total	Shares distributed equally	Proportional to earnings	Proportional to employee contributions	Based on earnings and service	Based on earnings and unit performance	Other allocation formula	Not determinable
All workers .....	100	2	53	9	6	( <sup>1</sup> )	18	12
<b>Occupational group</b>								
White collar .....	100	1	48	10	7	( <sup>1</sup> )	21	13
Blue collar .....	100	2	63	5	6	( <sup>1</sup> )	15	9
Nonunion .....	100	2	53	9	6	( <sup>1</sup> )	17	13
<b>Industry</b>								
Goods producing .....	100	3	58	3	9	-	14	13
Service producing .....	100	1	50	13	4	( <sup>1</sup> )	20	11
<b>Establishment size</b>								
1-99 workers .....	100	1	61	11	6	( <sup>1</sup> )	11	10
100 workers or more .....	100	2	46	8	6	( <sup>1</sup> )	24	14

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 102. Deferred profit sharing plans: Eligibility requirements, all private industry workers, National Compensation Survey, 2002**

Eligibility requirement	All workers	Occupational group		Industry		Establishment size		Nonunion
		White collar	Blue collar	Goods producing	Service producing	1-99 workers	100 workers or more	
Total .....	100	100	100	100	100	100	100	100
With minimum age and/or service requirement .....	83	85	77	81	84	87	79	85
Service requirement only .....	28	30	22	31	27	24	31	29
3 months or less .....	6	7	5	12	3	7	5	6
6 months .....	3	3	2	2	4	2	5	3
1 year .....	17	17	14	15	18	14	19	17
Greater than 1 year .....	2	3	2	1	3	2	3	2
Age 21 .....	40	40	38	28	46	54	28	42
No service requirement ....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
1-11 months .....	11	15	6	6	14	18	6	12
1 year .....	27	23	31	19	31	33	22	29
Greater than 1 year .....	1	1	1	3	-	2	-	1
Other than age 21 .....	15	15	16	22	11	9	20	14
1-11 months .....	5	4	8	14	( <sup>1</sup> )	2	7	4
1 year .....	10	11	9	8	11	6	13	10
No minimum age or service requirement .....	11	9	16	16	8	8	13	9
Not determinable .....	6	6	7	3	8	5	7	6
Average service requirement ...	10.2	9.8	10.5	9.3	10.6	10.1	10.3	10.2

<sup>1</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

**Table 103. Money purchase pension plans: Employer contributions, all private industry workers, National Compensation Survey, 2002**

Employer contribution	All workers	Occupational group	Industry	Establishment size		Nonunion
		White collar	Service producing	1-99 workers	100 workers or more	
Total .....	100	100	100	100	100	100
Fixed percent of earnings ..	52	56	53	43	56	56
Less than 3 percent .....	15	17	13	2	22	16
3.00 - 5.99 .....	24	26	26	28	22	26
6.00 - 8.99 .....	6	5	7	6	6	6
9.00 - 11.99 .....	4	5	5	1	5	4
12.00 or greater .....	3	3	4	6	1	4
Percent varies by earnings .....	9	12	11	23	1	11
Dollar amount per hour worked .....	9	1	1	12	7	3
Other .....	30	30	33	22	35	30
Not determinable .....	1	1	1	-	1	1

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category, or data do not meet publication criteria.

# Appendix A. Technical Note

The National Compensation Survey (NCS) benefit incidence and provisions series provides information on the availability and detailed provisions of employee benefit plans. The portion of the NCS sample from which estimates on employee benefits are made covers all private sector establishments in the United States, with the exception of farms and private households.

## Scope of survey

The 2003 NCS benefits incidence survey obtained data from 2,924 private industry establishments representing nearly 103 million workers; of this number, nearly 79 million were full-time workers, and the remainder—slightly more than 24 million—were part-time workers. The NCS uses the establishment's definition of full- and part-time status. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries, the establishment is usually at a single physical location.

## Occupational groups

Narrowly defined occupations selected for study are classified into one of the following three broad occupational groups:

*White-collar occupations.* Include professional, technical, executive, administrative, managerial, and related occupations; clerical and administrative support; and sales occupations.

*Blue-collar occupations.* Include precision production, craft, and repair occupations; machine operators and inspectors; transportation and moving occupations; and handlers, equipment cleaners, helpers, and laborers.

*Service occupations.* Include service occupations, except private households.

Excluded from the survey are self-employed persons, proprietors, major stockholders, members of a corporate board who are not otherwise officers of the corporation, volunteers, unpaid workers, family members who are paid token wages, the permanently disabled, partners in unincorporated firms, and U.S. citizens working overseas.

## Benefit areas

BLS requests that, for sampled occupations, establishments provide data on work schedules and plan details in each of

the following benefit areas: Paid holidays, paid vacations, short- and long-term disability benefits, medical, dental, and vision care, prescription drugs, life insurance, defined benefit pensions, and defined contribution plans. Due to technical difficulties, data on some of the benefit areas were not published in this bulletin. Efforts are underway to correct these problems for future publications.

Data also are collected on the incidence of certain other benefits, such as severance pay, supplemental unemployment benefits, travel accident insurance, nonproduction cash bonuses, childcare, adoption assistance, long-term-care insurance, flexible workplaces, wellness programs, fitness centers, job-related and non-job-related educational assistance, and subsidized commuting.

## Sample design and data collection

The sample for this survey was selected on the basis of a three-stage design. The first stage involved the selection of areas. The NCS sample consists of 154 metropolitan areas and nonmetropolitan areas that represent the Nation's 326 metropolitan statistical areas (as defined by the Office of Management and Budget) and the remaining portions of the 50 States. Metropolitan areas are either Metropolitan Statistical Areas (MSAs) or Consolidated Metropolitan Statistical Areas (CMSAs), as defined by the Office of Management and Budget in 1994. Nonmetropolitan areas are counties that do not fit the metropolitan area definitions.

In the second stage, the sample of establishments was drawn from a sampling frame composed of State Unemployment Insurance reports within sampled areas. Each sampling frame is stratified by sampling cell. A sampling cell consists of an area or a group of areas by industry. Each sampled establishment was selected within a sampling cell with a probability proportional to its employment. This technique allows larger establishments to have a greater chance of being selected for the sample. Weights were applied to each establishment when the data were tabulated, so that each establishment represents units in the economy similar to those not selected for collection.

The third stage of sample selection was a probability sample of occupations within a sampled establishment. Identifying the occupations for which data were to be collected involved a four-step process:

1. Probability proportional to size selection of establishment jobs.
2. Classification of jobs into occupations based on the Census of Population system.

3. Characterization of jobs as full time versus part time, union versus nonunion, and time versus incentive.
4. Determination of the level of work of each job.

BLS field economists visit or contact sampled establishments by telephone to collect data for the survey. To reduce the reporting burden, field economists ask respondents to provide Summary Plan Provision documents for defined benefit pensions, defined contribution plans, and medical, prescription drug, dental, and vision care plans. The Bureau analyzes these plans in Washington to garner the required data on plan provisions.

### Data calculation

Tabulations in this bulletin show the percentage of all employees who receive specified benefits, such as paid holidays or medical care, as well as information on the provisions of many of these benefits. To present provision data, tabulations generally indicate the percentage of all employees receiving a benefit (participants) who are covered by specified features. For example, a tabulation may show the percentage of workers with medical care benefits who participate in a prepaid plan.

The majority of tables in the bulletin exhibit the percentage of all employees with access to, or participating in, a particular benefit plan or the percentage covered by a specific provision. In addition, average benefit provisions, such as the average annual deductible in health care plans, are presented. In some cases, tabulations indicate both the percentage of employees with a given provision and the average value of that provision. For example, tabulations indicate the percentage of employees in indemnity plans who must pay selected deductibles (such as \$200, \$250, and \$300 per year), as well as the average deductible. All tabulations of averages include only those employees actually covered by the provision being averaged.

### Survey estimation methods

The survey design uses an estimator that assigns the inverse of each sample unit's probability of selection as a weight to the unit's data at each of the stages of sample selection. Three weight-adjustment factors are applied to the data. The first factor accounts for establishment nonresponse and the second factor for occupational nonresponse. The third, poststratification, factor is introduced to adjust the estimated employment totals to actual counts of employment by industry for the survey reference date.

The general form of the estimator for a population total  $Y$  is

$$Y = \sum_{i=1}^{n'} \frac{f_2 f_1}{P_i} \sum_{j=1}^{o_i} \frac{Y_{ij} f_{ij}}{P_{ij}},$$

where

$n'$  = number of responding sample establishments;

$o_i$  = occupation sample size selected from the  $i$ th establishment;

$Y_{ij}$  = value for the characteristics of the  $j$ th selected occupation in the  $i$ th selected establishment;

$p_i$  = probability of including the  $i$ th establishment in the sample;

$p_{ij}$  = probability of including the  $j$ th occupation in the sample of occupations from the  $i$ th establishment;

$f_{1i}$  = weight adjustment factor for nonresponse for the  $i$ th establishment;

$f_{2ij}$  = weight adjustment factor for nonresponse for the  $j$ th occupation in the  $i$ th establishment;

$f_{2i}$  = weight adjustment factor for poststratification totals for the  $i$ th establishment.

Appropriate employment or establishment totals are used to calculate the proportion, mean, or percentage that is desired.

### Reliability of estimates

The statistics in this bulletin are estimates derived from a sample of usable occupation quotes selected from the responding establishments. They are not tabulations based on data from all employees in private establishments within the scope of the survey. Consequently, the data are subject to sampling and nonsampling errors.

*Sampling errors* are the differences that can arise between results derived from a sample and those computed from observations of all units in the population being studied. When probability techniques are used to select a sample, statistical measures called "standard errors" can be calculated to measure possible sampling errors. No estimates of sampling error were calculated for this survey. Therefore, none of the comparisons presented in this bulletin could be verified by a statistical test.

*Nonsampling errors* also affect survey results. They can be attributed to many sources: inability to obtain information about all establishments in the sample; definitional difficulties; differences in the interpretation of questions; inability or unwillingness of respondents to provide correct information; mistakes in recording or coding data; and other errors of collection, response, processing, coverage, and estimation for missing data.

Computer edits of the data and professional review of both individual and summarized data reduce the nonsampling errors in recording, coding, and processing the data. However, to the extent that the characteristics of nonrespondents are not the same as those of respondents, nonsampling errors are introduced in the development of estimates.

**Table A-1. Number of establishments and occupational observations studied and estimated number of workers within the scope of the survey, all private industry workers, National Compensation Survey, 2002-2003**

Characteristic	Number of establishments studied	Number of occupational observations	Estimated number of workers
All workers .....	2,924	17,117	102,836,573
<b>Worker characteristics</b>			
White-collar occupations .....	—	10,101	52,737,329
Blue-collar occupations .....	—	4,814	30,215,167
Service occupations .....	—	2,202	19,884,077
Full time .....	—	14,319	78,689,823
Part time .....	—	2,798	24,146,750
Union .....	—	2,214	9,132,981
Nonion .....	—	14,903	93,703,591
Average wage less than \$15 per hour ...	—	8,800	62,938,185
Average wage \$15 per hour or more .....	—	8,317	39,898,388
<b>Establishment characteristics</b>			
Goods-producing industries .....	695	4,227	23,975,219
Service-producing industries .....	2,229	12,890	78,861,353
1-99 workers .....	1,233	5,176	55,252,516
100 workers or more .....	1,691	11,941	47,584,057
Metropolitan areas .....	2,353	13,981	88,353,703
Nonmetropolitan areas .....	571	3,136	14,482,869
New England .....	186	1,080	6,591,779
Middle Atlantic .....	389	2,289	14,066,929
East North Central .....	528	3,197	19,123,391
West North Central .....	263	1,472	7,854,250
South Atlantic .....	520	3,050	17,956,805
East South Central .....	159	938	5,421,309
West South Central .....	320	1,881	11,289,998
Mountain .....	203	1,172	6,075,889
Pacific .....	356	2,038	14,456,221

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate data not available since establishment counts are not estimated for worker characteristics.

## Appendix B. Survey Response

Data for the 2002–03 National Compensation Survey benefits series were collected from December 2001 to April 2003, reflecting an average reference period of 2002. Respondents were asked for the most current information as of the time of data collection contact.

The following summary is a composite of establishment responses to the survey:

<i>Establishments</i>	<i>Number</i>
In sample	4,480
Out of business or out of scope	413
Unable or unwilling to respond	1,143
Responding fully or partially	2,924

The responding establishments yielded 17,117 occupational observations (quotes) for which data were collected.

For establishments that are unable or unwilling to provide the minimum amount of usable data, a weight adjustment is made on the basis of the sample unit employment. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some “detailed” cell level. These cells are defined in a manner that groups together establishments that are homogeneous with respect to the characteristics of interest. In most cases, the cells are the same as those used for sample selection.

For establishments that are unable or unwilling to provide data for a specific occupation, a similar cell-level approach is used to make adjustments to the sampled occupation weights in responding establishments. The characteristics of interest include the major occupation group of the unreported occupations.

Imputation procedures were used for missing items, such as participation values, plan provisions, and employee and

employer medical premium values, within responding occupational observations (quotes).

Four procedures were used to adjust for missing data from partial and full refusals. Each of these participant values is imputed by selecting a similar plan from another establishment.

First, the percentage of plan participants was imputed in cases where that number was not reported. Each of these participant values was imputed by selecting a similar plan from another occupational observation with usable participation data.

Second, when not available, plan provisions were imputed by selecting a usable plan from another occupational observation with similar plan characteristics. Provisions from the selected plan were then used to represent the missing data. The following tabulation gives the imputation percentages for the various benefit areas:

<i>Benefit area</i>	<i>Imputation percentage</i>
Defined benefit	54
Defined contribution	60
Medical care	53
Dental benefits	55
Vision benefits	56
Prescription drugs	52

Finally, imputations for employee and employer medical premiums were made in cases where one or both of the premium values were not reported for a particular plan. One or both of the premiums were imputed by selecting usable premium values from another occupational observation with similar plan characteristics.

Data on some benefit areas, such as paid sick leave and flexible benefits, did not meet publication standards. These data are expected to be published in the future.